DOCUMENT RESUME

ED 113 521 CE 005 046

TITLE Employment Profiles of Minorities and Women in the SMSA's of 20 Large Cities, 1971. Research Report No. 43.
INSTITUTION Equal Employment Opportunity Commission, Washington, D.C.
PUB DATE Jul 74
NOTE 187p.; Numerals in some tables may be too small to reproduce well
AVAILABLE FROM Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. (Stock No. 5203-00039; $2.25)

EDRS PRICE MF-$0.76 HC-$9.51 Plus Postage
DESCRIPTORS American Indians; Asian Americans; *Employment Patterns; *Employment Statistics; *Equal Opportunities (Jobs); *Females; *Minority Groups; Negroes; Spanish Americans; Tables (Data)
IDENTIFIERS *Standard Metropolitan Statistical Areas

ABSTRACT

The report reflects the employment status of women and minorities among companies with 100 or more employees in the Standard Metropolitan Statistical Areas of: Atlanta; Baltimore; Boston; Chicago; Cleveland; Dallas; Denver; Detroit; Houston; Los Angeles-Long Beach; Memphis, Tennessee-Arkansas; Miami; Newark; New Orleans; New York; Philadelphia, Pennsylvania-New Jersey; St. Louis, Missouri-Illinois; San Francisco-Oakland; Seattle-Everett; and Washington, D.C.-Maryland-Virginia. Detailed employment data were obtained from 1972 EEO-1 Reports filed with the Equal Employment Opportunity Commission. Participation rates were examined for females, blacks, Spanish surnames Americans, Asian Americans, and American Indians. Although employment of women and minorities has generally increased between 1970 and 1972, the survey showed unbalanced occupational distribution and income for women and minorities. Twice the proportion of minority as Anglo women held positions in the laborer and service worker categories. Differentials between occupational distributions of Anglo and minority women were the greatest in Memphis and New Orleans and for Anglo and minority males in Memphis and Dallas. Blacks realized representation gains in the white collar field and Spanish surnamed Americans in the laborer category. Almost 70 percent of Asians were white collar workers; approximately two-thirds of American Indians were blue collar/service workers. (EA)

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EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
1800 G STREET, N. W. WASHINGTON, D. C. 20506

EMPLOYMENT PROFILES OF MINORITIES AND WOMEN IN THE SMSA's OF 20 LARGE CITIES, 1971

Research Report No. 43

CE 005 046

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INTRODUCTION

The purpose of this report is to provide a well-balanced picture of the employment status of women and minorities. Several sources were tapped to garner statistics helpful to that end.

Detailed employment data were obtained from 1972 EEC-1 Reports filed with the Equal Employment Opportunity Commission (EEOC) by employers covered under Title VII of the Civil Rights Act of 1964. Because those companies employing less than 100 employers on a nationwide basis are not required to file reports, the data do not represent the universe of private employment. However, in view of the high response rate to the EEO-1 survey, the Commission does consider the data to be representative of total employment among companies with 100 or more employees.

Demographic and economic data were gathered from publications of the Bureau of the Census, U.S. Department of Commerce, and the Bureau of Labor Statistics, U.S. Department of Labor.

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DEFINITION OF TERMS

STANDARD METROPOLITAN STATISTICAL AREA (SMSA) – an integrated economic and social unit with a recognized large population nucleus. Each SMSA must include at least: (1) one city with 50,000 or more inhabitants, or (b) two cities having contigious boundaries and constituting, for general economic and social purposes, a single community with a combined population of at least 50,000, the smaller of which must have a population of at least 15,000.

MINORITY – belonging to or regarded in the community as belonging to the following minority groups: black, Spanish Surnamed American (SSA), Asian American (Oriental), American Indian.

LABOR FORCE – all persons 16 years of age and over and classified as either employed or unemployed (available for and actively seeking work).

INDUSTRY – a distinct group of establishments which are grouped together on the basis of the type of activity in which they are engaged. For an explanation of the kind of establishments included in each industry group see the *Standard Industrial Classification (SIC) Manual* published by the Office of Management and Budget.

TOP TEN INDUSTRIES – Ten industries with the highest total number of employees as reported in the EEOC survey.

PARTICIPATION RATE – percentage of total jobs held by a sex-ethnic group (e.g., 50.1 percent of all employees in the Communication industry are women; black males represent 11.3 percent of the skilled craftsmen).

OCCUPATIONAL DISTRIBUTION – percentage of a sex-ethnic group holding jobs in a particular occupational category (e.g., 25.8 percent of all black female employees are office and clerical workers).

WHITE COLLAR – an occupational category which includes all officials and managers, professionals, technicians, sales workers, and office and clerical workers.

BLUE COLLAR – an occupational category which includes all skilled craftsmen, operatives and laborers.

SERVICE WORKER – an occupational category which includes all employees in both protective and non-protective service occupations.

ACKNOWLEDGEMENTS

This publication was prepared by the Research Studies Division, Office of Research; Melvin Humphrey, Director. The report was written by Mary Froning, Melba Lee and Ann Thomas, under the supervision of Sandra H. Robinson, Supervisory Economist. Typing was done by Veronica Hawkins, Sarah Hollis and Isabelle Richardson. A special note of thanks goes to Etta Barksdale of the Audio-Visuals Division office who made the final preparations for publishing the report.

UNITED STATES SUMMARY

The total population of the United States was estimated to be 209,717,000 in 1972. Approximately 51 percent of all persons in the U.S. were female; about 11 percent were black; almost five percent were of Spanish origin; just under one percent were Asian American (Japanese, Chinese, Filipino, and Korean); and less than one-half of one percent were American Indian.

The 20 SMSA's discussed in this report comprised 31 percent of the U.S. population or approximately 65 million persons.

The 1972 U.S. civilian labor force was estimated at 86.5 million persons. About 27.6 million, or 32 percent of those persons comprised the combined labor force of the 20 SMSA's detailed in this report. Approximately 37 percent of the U.S. civilian labor force was female; slightly less than ten percent was black; just under four percent was Spanish Surnamed; close to one percent was Asian American and less than one-half of one percent was American Indian. The participation rates for the five sex-ethnic groups covered by the EEO-1 survey of employers were virtually identical to their percentages of the U.S. labor force.

Total U.S. employment was 81.7 million persons in 1972; the total employment in the EEO-1 survey (covering 142,000 establishments) was 29.4 million, or about 36 percent of the U.S. total. According to April, 1972 BLS data, a large majority (72 percent) of all wage and salary workers were employed in private non-agricultural industries. Approximately half (29.3 million) of the 59 million payroll employees in the private sector were classified by industry in the 1972 EEO-1 survey. The industry divisions within the EEO-1 survey which reflected the highest percentages of total BLS employment were manufacturing (74 percent) and transportation and public utilities (72 percent). Contract construction showed the smallest coverage – 16 percent. (See Table 1).

The 1969 median income for those persons 16 years and older with earnings was $7,609 for all males, $3,649 for all females. Minorities generally earned less: black males earned an annual median income of only $5,194; black females earned $3,008 yearly; males of Spanish origin earned $6,039, females $3,241; Asian American males earned $6,062, females $3,044 and American Indian males earned $3,509; females a meager $1,697.

A difference in educational levels sometimes serves as an explanation of the gap in earnings between all persons and persons belonging to minority groups. This argument does not hold true for Asian Americans, however, for the number of median school years they completed (12.5 years) was higher than the national norm (12.1 years), but still they earned substantially less than the national levels. The argument stated above also cannot be used to explain the large earnings differentials between males and females. In fact, the median school years for all those 25 years or older was exactly equal (12.1 years) for both males and females. In addition, for blacks of the same age group females showed a bit more schooling than males (10.6 vs. 10.1 years), though earning substantially less.

The 1972 EEO-1 survey showed similar patterns of inequality. Women and minorities generally suffered uneven participation and unbalanced occupational distribution both among industries in the same area and across job categories. Also, women and members of minority groups were concentrated, for the most part, in job categories and industries where the earnings potentials were lowest.

At the same time, the picture has improved since 1970. Between 1970 and 1972 the employment of women and minorities has generally increased, though slightly, in the establishments covered by the EEO-1 survey. The rise in rates of participation undoubtedly was facilitated by a two percent growth in EEO-1 reported employment during the 1970-1972 period; total U.S. payroll employment increased four percent during this period.*

In 1972 women represented 36 percent of the reported employment nationwide. Women represented 45 percent of the nation's white collar workers (78

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*Bureau of Labor Statistics, *"Employment and Earnings,"* Vol. No. 11, May 1973, p. 21.

Table 1: 1972 EEO-1 EMPLOYMENT AS PERCENTAGE OF BLS REPORTED PRIVATE WAGE AND SALARY EMPLOYMENT

SIC Code	Industry Division	EEO-1 Employment (in thousands)	April 1972 BLS employ. (in thousands)	Percent of BLS Employment
	Total	29,257.2	59,028.0	49.6
10-14	Mining	373.5	605.0	61.7
15-17	Contract Construction	565.5	3,493.0	16.2
19-39	Manufacturing	13,911.6	18,790.0	74.0
40-49	Transportation & Public Utilities	3,237.0	4,481.0	72.2
50-59	Trade	4,512.2	15,561.0	29.0
60-67	Finance, Insurance, Real Estate	1,806.0	3,982.0	46.4
70-89	Service	4,851.4	12,206.0	39.7

percent of the office and clerical workers, but only 12 percent of the officials and managers), 23 percent of the blue collar workers, and half of the service workers.

Since 1970, women have gradually increased their rate of participation in every category of employment except operatives. Their greatest increases in employment came in the white collar categories, particularly managers and professionals.

In 1972, two-thirds of all women were employed in three relatively low paying job categories. Some 37 percent were office and clerical workers, 19 percent were operatives, and 11 percent were service workers. Less than two out of five (36 percent) of all male employees were in similar jobs.

The 1972 EEO-1 survey data reveal some striking differences between the occupational distributions of Anglo and minority females. For example, while 64 percent of all Anglo females held white collar positions, only 42 percent of all minority women were employed in the white collar field. However, approximately twice the proportion of minority as Anglo women held positions in the laborer and service worker categories, traditionally the least attractive of the job categories. Among the 20 SMSA's the differentials between the occupational distributions of Anglo and minority women were the greatest in two southern cities—Memphis and New Orleans—and smallest in two coastal cities—New York and San Francisco.

In 1972, blacks held ten percent of all jobs in the EEO-1 nationwide survey of employers. Blacks constituted only five percent of the U.S. white collar workers (only two percent of the officials and managers). Blacks were 13 percent of the blue collar workers (only six percent of the skilled craftsmen, but 21 percent of the laborers) and a very disproportionate 25 percent of the service workers.

Since 1970, blacks have gained greater representation in all job categories except laborers and service workers. Their strongest gains came in the white collar field, particularly in the category of technicians. In 1972, two-thirds of all blacks were concentrated in three occupational groups: operatives (31 percent), laborers (18 percent), and service workers (18 percent). Only one-third of all Anglo workers held positions in these bottom-rung job categories.

Spanish Surnamed Americans held four percent of all the jobs reported in the 1972 EEO-1 survey. These workers accounted for two percent of the white collar jobs; were five percent of all U.S. blue collar workers (three percent of the skilled craftsmen, nine percent of the laborers), and six percent of the service workers.

Since 1970, Spanish Surnamed Americans have experienced slight increases in their rate of participation in every occupational category. Their greatest relative increase occured in the low paying laborers category. In 1972, three-fifths of all Spanish were employed in one of three occupational categories: (29 percent), laborers (21 percent), and service workers (12 percent).

Asian Americans were only 0.7 percent of all 1972 EEO-1 reported employment. The highest participation rates for Asians occurred in the white collar field, where they represented more than two percent of the professionals and one percent of the technicians among total reported employees.

Since 1970 Asian Americans have either maintained or increased their participation rates in every job category, though there were no relative gains.

Almost 70 percent of all Asians were white collar workers according to the 1972 EEO-1 survey. More than one-third (37 percent) were professionals and technicians, greater than double the proportion of Anglo workers in those jobs.

Table 2: OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE UNITED STATES, 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	100.0
White Collar	44.2	17.9	64.4	41.9
Officials and Managers	14.6	3.3	3.5	1.4
Professionals	10.7	3.6	7.3	4.0
Technicians	5.2	2.7	3.7	4.3
Sales Workers	7.9	3.4	11.3	5.7
Office and Clerical	5.8	4.9	38.6	26.6
Blue Collar	51.3	68.6	26.9	38.1
Craftsmen	20.4	12.5	2.6	2.9
Operatives	23.0	34.2	17.9	23.1
Laborers	7.9	21.9	6.4	12.1
Service Workers	4.5	13.5	8.7	19.9

American Indians were 0.3 percent of the employees reported. Nationally, Indians were represented at approximately their overall participation rate throughout the various job categories. Only in the category of laborer was their participation rate significantly higher.

Since 1970 American Indians have increased their rate of participation, though almost imperceptibly, in only three job categories – professionals, technicians, and skilled craftsmen. They lost slightly in the sales worker category and remained stable in all other categories, including their overall participation rate.

In 1972, almost two-thirds of all American Indians were blue collar or service workers. Slightly less than half of all anglo workers held similar jobs.

The dissimilarities between the occupational distribution of Anglo and minority males were greatest in the traditionally highest and lowest paying job categories. The percentage of Anglo males that were officials and managers was more than four times that of minority males. On the other hand, the proportion of minority men who were laborers and service workers was triple that of anglo males. Among the 20 SMSA's Memphis and Dallas showed the widest gaps between the occupational distributions of anglo and minority males. Seattle and St. Louis showed the least disparity between anglo and minority males.

A comparison of the occupational distributions of Anglo males to those of women and minorities shows, at least partially, the relative economic positions of the groups. In 1972, for instance, while 35 percent of all Anglo males were in the top paying jobs in the white and blue collar fields, only 16 percent of all minority males, six percent of all Anglo females, and four percent of all minority females were either officials and managers or skilled craftsmen. Among the 20 SMSA's, the dissimilarity between the proportion of anglo males holding the above cited positions and the percentages of women and minorities holding similar positions was greatest in Memphis, least in San Francisco.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF FEMALE EMPLOYEES, 1970, 1971, AND 1972

	TOTAL U.S. EMPLOYMENT			% FEMALE EMPLOYEES					
				PARTICIPATION RATES			OCCUPATIONAL DISTRIBUTION		
	1970	1971	1972	1970	1971	1972	1970	1971	1972
ALL OCCUPATIONS	28,882,554	28,060,547	29,396,420	34.5	34.7	35.6	100.0	100.0	100.0
WHITE COLLAR	13,347,303	13,433,054	13,999,294	44.0	44.6	45.3	59.0	61.5	60.7
OFFICIALS AND MANAGERS.	2,541,542	2,618,616	2,789,654	10.3	10.9	11.9	2.6	2.9	3.2
PROFESSIONALS	2,432,779	2,457,175	2,540,190	25.1	26.1	27.7	6.1	6.6	6.7
TECHNICIANS	1,275,482	1,270,153	1,316,763	27.0	28.4	30.0	3.5	3.7	3.8
SALES WORKERS	2,213,806	2,262,993	2,461,330	42.5	43.2	44.2	9.4	10.0	10.4
OFFICE AND CLERICAL WORKERS . .	4,879,694	4,824,117	4,891,357	76.3	77.2	78.2	37.3	38.2	36.6
BLUE COLLAR	13,534,701	12,677,740	13,195,334	22.9	22.0	22.8	31.0	28.6	28.7
CRAFTSMEN	3,943,886	3,761,239	3,920,016	6.9	6.4	7.1	2.7	2.5	2.6
OPERATIVES	6,926,572	6,447,[illegible]4	6,634,356	29.7	28.7	29.6	20.7	19.0	18.8
LABORERS	2,664,243	2,468,947	2,640,962	28.5	28.0	29.0	7.6	7.1	7.3
SERVICE WORKERS	2,000,550	1,949,753	2,201,792	49.9	49.9	50.2	10.0	10.0	10.6

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
BLACK EMPLOYEES, 1970, 1971, AND 1972

	TOTAL U.S. EMPLOYMENT			% BLACK EMPLOYEES					
				PARTICIPATION RATES			OCCUPATIONAL DISTRIBUTION		
	1970	1971	1972	1970	1971	1972	1970	1971	1972
ALL OCCUPATIONS	28,882,554	28,060,547	29,396,420	10.3	10.1	10.4	100.0	100.0	100.0
WHITE COLLAR	13,347,303	13,433,054	13,999,294	4.8	5.0	5.3	21.8	23.6	24.4
OFFICIALS AND MANAGERS.	2,541,542	2,618,616	2,789,654	1.9	2.0	2.4	1.6	1.9	2.2
PROFESSIONALS	2,432,779	2,457,175	2,540,190	2.5	2.6	3.0	2.1	2.3	2.5
TECHNICIANS	1,279,482	1,270,153	1,316,763	6.2	6.7	7.2	2.7	3.0	3.1
SALES WORKERS	2,213,806	2,262,993	2,461,330	4.4	4.4	4.7	3.3	3.5	3.8
OFFICE AND CLERICAL WORKERS . .	4,879,694	4,824,117	4,891,357	7.4	7.6	8.0	12.1	13.0	12.9
BLUE COLLAR	13,534,701	12,671,740	13,195,334	13.2	13.1	13.3	60.3	56.5	57.5
CRAFTSMEN	3,943,886	3,761,239	3,920,016	5.6	5.7	6.1	7.5	7.5	7.8
OPERATIVES	6,926,572	6,447,554	6,634,356	14.2	14.3	14.6	33.1	32.4	31.7
LABORERS	2,664,243	2,468,947	2,640,962	21.9	21.3	20.8	19.7	18.5	18.0
SERVICE WORKERS	2,000,550	1,949,753	2,201,792	26.6	26.1	25.1	17.9	18.0	18.1

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF SPANISH SURNAMED EMPLOYEES, 1970, 1971, AND 1972

	TOTAL U.S. EMPLOYMENT			% SPANISH SURNAMED EMPLOYEES					
				PARTICIPATION RATES			OCCUPATIONAL DISTRIBUTION		
	1970	1971	1972	1970	1971	1972	1970	1971	1972
ALL OCCUPATIONS	28,882,554	28,060,547	29,396,420	3.6	3.6	3.9	100.0	100.0	100.0
WHITE COLLAR	13,347,303	13,433,054	13,999,294	1.9	2.0	2.1	24.2	26.5	26.3
OFFICIALS AND MANAGERS.	2,541,542	2,618,616	2,789,654	1.0	1.1	1.2	2.3	2.7	3.0
PROFESSIONALS	2,432,779	2,457,175	2,540,190	1.1	1.2	1.3	2.6	2.9	2.9
TECHNICIANS	1,279,482	1,270,153	1,316,763	2.2	2.3	2.4	2.7	2.9	2.8
SALES WORKERS	2,213,806	2,262,993	2,461,330	1.9	2.1	2.3	4.2	4.8	5.0
OFFICE AND CLERICAL WORKERS . .	4,879,694	4,824,117	4,891,357	2.6	2.8	3.0	12.3	13.2	12.7
BLUE COLLAR	13,534,701	12,677,740	13,195,334	4.9	5.0	5.3	64.5	62.0	61.7
CRAFTSMEN	3,943,886	3,761,239	3,920,016	3.0	3.0	3.4	11.4	11.2	11.6
OPERATIVES	6,926,572	6,447,554	6,634,356	4.7	4.7	5.0	31.3	30.0	29.1
LABORERS	2,664,243	2,468,947	2,640,962	8.5	8.6	9.0	21.8	20.8	20.9
SERVICE WORKERS	2,000,550	1,949,753	2,201,792	5.8	6.0	6.2	11.3	11.5	12.0

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF ASIAN AMERICAN EMPLOYEES, 1970, 1971, AND 1972

	TOTAL U.S. EMPLOYMENT			% ORIENTAL EMPLOYEES					
				PARTICIPATION RATES			OCCUPATIONAL DISTRIBUTION		
	1970	1971	1972	1970	1971	1972	1970	1971	1972
ALL OCCUPATIONS	28,082,554	28,060,547	29,396,420	0.6	0.6	0.7	100.0	100.0	100.0
WHITE COLLAR	13,347,303	13,433,054	13,999,294	0.8	0.9	1.0	68.0	70.6	69.5
OFFICIALS AND MANAGERS.	2,541,542	2,618,616	2,769,654	0.3	0.3	0.4	4.5	4.9	5.1
PROFESSIONALS	2,432,779	2,457,175	2,540,190	2.0	2.1	2.2	29.0	29.3	28.2
TECHNICIANS	1,279,482	1,270,153	1,316,763	1.1	1.2	1.3	8.3	8.6	8.3
SALES WORKERS	2,213,806	2,262,993	2,461,330	0.4	0.4	0.5	5.1	5.6	5.8
OFFICE AND CLERICAL WORKERS . .	4,879,694	4,824,117	4,891,357	0.7	0.8	0.9	21.2	22.1	22.1
BLUE COLLAR	13,534,701	12,677,740	13,195,334	0.3	0.3	0.3	22.9	20.2	20.6
CRAFTSMEN	3,943,886	3,761,239	3,920,016	0.3	0.2	0.3	6.2	5.3	5.6
OPERATIVES	6,926,572	6,447,554	6,634,356	0.3	0.3	0.3	11.1	9.9	10.1
LABORERS	2,664,243	2,468,947	2,640,962	0.3	0.4	0.4	5.6	5.0	4.9
SERVICE WORKERS	2,000,550	1,949,753	2,201,792	0.8	0.8	0.9	9.1	9.2	9.9

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
INDIAN EMPLOYEES, 1970, 1971, AND 1972

	TOTAL U.S. EMPLOYMENT			% INDIAN EMPLOYEES					
				PARTICIPATION RATES			OCCUPATIONAL DISTRIBUTION		
	1970	1971	1972	1970	1971	1972	1970	1971	1972
ALL OCCUPATIONS	28,882,554	28,060,547	29,396,420	0.3	0.3	0.3	100.0	100.0	100.0
WHITE COLLAR	13,347,303	13,433,054	13,999,294	0.2	0.2	0.2	31.5	33.2	33.8
OFFICIALS AND MANAGERS.	2,541,542	2,618,616	2,789,654	0.2	0.2	0.2	5.3	6.1	6.8
PROFESSIONALS	2,432,779	2,457,175	2,540,190	0.1	0.1	0.2	3.8	4.2	4.5
TECHNICIANS	1,279,482	1,270,153	1,316,763	0.2	0.2	0.3	3.3	3.7	3.5
SALES WORKERS	2,213,806	2,262,993	2,461,330	0.4	0.3	0.3	8.7	7.3	7.3
OFFICE AND CLERICAL WORKERS . .	4,879,694	4,824,117	4,891,357	0.2	0.2	0.2	10.5	11.9	11.6
BLUE COLLAR	13,534,701	12,677,740	13,195,334	0.4	0.4	0.4	59.9	58.1	57.3
CRAFTSMEN	3,943,886	3,761,239	3,920,016	0.3	0.3	0.4	14.5	14.8	14.4
OPERATIVES	6,526,572	6,447,554	6,634,356	0.4	0.4	0.4	27.6	28.8	27.8
LABORERS	2,664,243	2,468,947	2,640,962	0.6	0.5	0.6	17.7	14.5	15.1
SERVICE WORKERS	2,000,550	1,949,753	2,201,792	0.4	0.4	0.4	8.6	8.7	8.9

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

ATLANTA

In 1972, the population of the Atlanta SMSA had climbed to almost 1.5 million persons, an increase of five percent since 1970. Blacks comprised almost one-fourth of the SMSA population but more than half of the city population. The Spanish population was about one percent. Females were in the majority, accounting for about 52 percent of the SMSA population.

Black male workers in the SMSA had a median income ($4,909) equal to 62 percent of that received by all males ($7,870). Females in the SMSA had a median income which was 51 percent that of males and black females' median income was only 36 percent of that of all males in the SMSA.

An obvious assumption in explaining income differentials is that there is a direct relationship between educational attainment and earnings. The data suggest that this may be true between ethnic groups but not between the sexes of the same group. For instance, the median school years completed for males in the population 25 years and older was 12.2 and 12.1 for females. However, black males of the same age had completed 9.6 years; the median years completed for black females was higher at 10.0. Yet, the gap in earnings of males and females was substantially greater than should be expected on the basis of educational attainment.

In view of the occupational position of minorities and women in the 1972 EEO-1 survey, it is probable that the 1969 income differentials still existed at the time of the survey. Black workers, accounting for 19 percent of the reported employment in 1972, held half or more of the laborer and service jobs. In only one other job category, operatives, did their rate of participation equal or exceed 19 percent. Their lowest participation (four percent) was in the officials and managers category.

Females didn't fare much better. Accounting for 34 percent of the work force, they were over-represented in sales, clerical and service jobs. Their lowest participation was in the skilled craft jobs (five percent) and managerial positions (12 percent), in spite of the fact that the educational attainment of females was about equal that of men.

The occupational distribution of Anglo males differed significantly from that of other workers. With regard to white collar occupations, Anglo males were more concentrated in managerial and professional occupations than were other workers. Twenty-seven percent of the Anglo males were in these two categories compared with five percent of the minority males, ten percent of the Anglo females and four percent of the minority females.

Anglo males were also more likely to be employed in the higher paying skilled craft jobs than were the other workers. Forty-two percent of the Anglo males were blue collar workers and the largest percentage of them were almost evenly divided between craft and operative positions. Just four percent of them were laborers. On the other hand, two out of every three minority males were employed in blue collar positions. They were most often employed as operatives or laborers. In contrast to the Anglo males, some 24 percent of the minority males were employed as laborers. Only four percent of the Anglo males were service workers, but some 17 percent of the minority males held these low paying jobs.

It was more common for Anglo than minority females to be employed in white collar positions. Four out of every five Anglo women were white collar workers compared with two out of five minority women. More than half of the total female work force were either sales workers or office and clerical workers. Few women of either race had attained positions which could be classified as official/managerial, professional or technical. They held five percent or less of the jobs in each of these white collar occupational groups. Only 14 percent of the Anglo women held blue collar jobs; however, 30 percent of the minority females held blue collar jobs. In addition, while slightly less than seven percent of the Anglo females were service workers, some 28 percent of the minority women were so classified.

The pattern of employment of minorities and females on an industry basis also explains partially the earnings differentials cited earlier. Minorities and women were more concentrated in the industries with low average earnings. The ten largest industries in the Atlanta metropolitan area had a total employment that ranged from a high of nearly 33,000 in Retail General Merchandise to a low of 12,000 in Insurance Carriers. Total employment in the ten largest industries accounted for 56 percent of the reported employment.

Female employment ranged from a high of 65 percent of the total in Retail General Merchandise (a low average earnings industry) to a low of seven percent in Transportation Equipment (a high average earnings industry). Most of the jobs (63 percent) in Retail General Merchandise were sales or office and clerical positions. Females held three-fourths of the sales jobs in this industry and 87 percent of the office and clerical jobs. In nine of the top ten industries, females held from 59 to 96 percent of the office and clerical positions.

The employment of blacks in the top ten industries ranged from eight percent in Electrical Equipment and Supplies, a manufacturing industry, to 28 percent in Miscellaneous Business Services. In each of the top ten industries, blacks held a greater proportion of the operative, laborer and service jobs than their proportion of the total industry work force. In Miscellaneous Business Services, blacks held an overwhelming 82 percent of the laborer jobs and 74 percent of such jobs in Food Stores. On the other hand, in only two industries did blacks hold more than five percent of the managerial positions: Retail General Merchandise (5.4 percent) and Insurance Carriers (6.9 percent).

As discouraging as the employment patterns of minorities and women were in 1972, these patterns do represent some positive change since 1970. Total employment reported to the EEOC increased three percent between 1970 and 1972. The percentage of total jobs that were held by blacks remained constant during the two year period. There was a slight increase in their share of jobs in each occupational category except technicians, laborers and service workers. The decline in black service workers was particularly noteworthy in view of the increase in total employment in that occupational group.

Female employment also remained relatively stable at approximately 34 percent. There was little variation in their share of jobs in each of the job categories with the exception of a sizeable increase in the proportion of professional jobs held by women.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE ATLANTA, GA., SMSA – 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	100.0
White Collar	54.7	16.8	79.9	42.4
Officials and Managers	16.8	3.0	4.6	1.4
Professionals	10.7	2.2	5.0	2.4
Technicians	4.5	1.5	2.4	2.5
Sales Workers	15.6	5.7	18.7	8.6
Office and Clerical	7.1	4.4	49.2	27.5
Blue Collar	41.6	66.1	13.6	29.6
Craftsmen	18.2	9.2	1.6	1.6
Operatives	19.2	32.7	9.2	16.8
Laborers	4.2	24.2	2.8	11.2
Service Workers	3.7	17.1	6.5	28.0

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF BLACK EMPLOYEES, 1970, 1971, AND 1972

ATLANTA, GEORGIA	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	312,906	308,657	321,233	16.7	15.5	18.6	100.0	100.0	100.0
WHITE COLLAR	163,502	167,355	179,388	7.7	7.5	8.3	21.7	21.4	25.0
OFFICIALS AND MANAGERS	30,562	30,652	34,436	2.7	3.4	3.8	1.4	1.7	2.2
PROFESSIONALS	23,246	24,274	24,148	4.0	4.2	4.5	1.4	1.7	2.0
TECHNICIANS	9,552	10,548	11,128	10.9	10.6	9.5	1.8	1.8	1.8
SALES WORKERS	33,484	39,787	47,236	7.9	7.7	7.7	4.6	5.0	6.1
OFFICE AND CLERICAL WORKERS	66,658	62,054	62,440	10.8	11.1	12.4	12.4	11.3	13.0
BLUE COLLAR	127,665	119,855	116,534	26.5	30.3	27.5	57.8	59.3	53.7
CRAFTSMEN	42,960	35,049	36,801	8.5	9.7	9.9	6.3	5.5	6.1
OPERATIVES	60,642	56,153	57,856	26.5	27.4	28.5	27.6	25.1	27.6
LABORERS	24,063	28,653	21,877	58.2	61.4	54.6	24.0	28.7	20.0
SERVICE WORKERS	21,739	21,447	25,311	55.0	54.9	50.2	20.5	19.2	21.3

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF FEMALE EMPLOYEES, 1970, 1971, AND 1972

ATLANTA, GEORGIA	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	312,906	308,657	321,233	33.4	33.4	34.0	100.0	100.0	100.0
WHITE COLLAR	163,502	167,355	179,388	45.2	43.8	43.6	70.7	71.3	71.6
OFFICIALS AND MANAGERS	30,562	30,652	34,436	12.0	11.9	12.3	3.5	3.5	3.9
PROFESSIONALS	23,246	24,274	24,148	16.5	18.3	19.9	3.8	4.3	4.4
TECHNICIANS	9,552	10,548	11,128	23.5	23.3	23.6	2.2	2.4	2.4
SALES WORKERS	33,484	39,767	47,236	41.6	39.7	38.2	13.3	15.3	16.3
OFFICE AND CLERICAL WORKERS	66,658	62,054	62,440	75.2	75.8	77.7	48.0	45.7	44.4
BLUE COLLAR	127,665	119,855	116,534	16.1	16.3	16.0	19.6	18.9	17.1
CRAFTSMEN	42,960	35,049	36,801	4.0	5.3	4.8	1.6	1.8	1.6
OPERATIVES	60,642	56,153	57,856	20.7	18.1	20.5	12.8	9.9	10.5
LABORERS	24,063	28,653	21,877	25.9	26.1	23.2	6.0	7.3	4.7
SERVICE WORKERS	21,739	21,447	25,311	46.5	47.1	48.4	9.7	9.8	11.2

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE ATLANTA, GEORGIA, SMSA

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
RETAIL GENERAL MERCHANDISE												
	32,624	25,265	3,726	473	445	14,194	6,427	4,674	931	2,052	1,691	2,685
% WHO WERE:												
FEMALE	64.7	71.2	33.4	44.0	62.5	75.3	86.6	36.4	19.1	50.7	28.5	52.5
BLACK	15.1	9.9	5.4	3.0	3.8	9.2	14.9	25.4	10.5	27.0	31.6	46.1
SSA	1.0	.9	1.2	.4	.4	.8	.3	1.5	2.8	.8	1.5	1.2
ASIAN AMER	.1	.1				.1	.1	.1	.3		.1	.1
INDIAN			.1									
TRANSPORTATION EQUIPMENT												
	31,169	10,347	2,413	3,605	598	190	3,541	20,086	6,438	13,252	396	736
% WHO WERE:												
FEMALE	7.2	17.1	.4	4.0	7.0		44.5	2.3	.4	3.3		1.2
BLACK	13.5	3.2	2.4	1.7	1.8	1.1	5.5	18.0	9.1	21.9	33.6	34.5
SSA				.1		.5						
ASIAN AMER												
INDIAN												
WHOLESALE TRADE DURABLES												
	22,871	16,603	3,122	1,436	1,053	5,471	5,521	5,971	1,455	3,204	1,312	297
% WHO WERE:												
FEMALE	21.8	25.8	2.7	8.1	5.8	4.5	68.5	11.1	1.0	13.0	17.4	10.4
BLACK	13.1	4.3	1.7	2.6	3.8	3.1	7.4	36.0	15.0	39.3	51.4	46.5
SSA	.4	.5	.4	1.0	.1	.7	.4	.2	.2	.2		.3
ASIAN AMER	.2	.2	.2	.2	.8	.1	.2					
INDIAN	.1	.1	.1	.2	.2	.1	.1				.1	
MISCELLANEOUS BUSINESS SERVICE												
	16,592	6,277	1,399	533	486	1,461	2,398	6,013	2,575	1,614	1,824	4,302
% WHO WERE:												
FEMALE	25.2	32.9	6.2	7.5	22.2	1.7	75.4	13.1	1.4	11.7	30.9	30.9
BLACK	27.8	6.3	3.7	1.3	10.3	1.4	11.1	32.9	5.6	21.7	81.5	52.1
SSA	3.5	.7	.9	.4	1.0	1.0	.4	2.4	5.0	1.0	.1	9.2
ASIAN AMER	.1	.2	.1	.6	.4		.2		.1			.1
INDIAN	.1	.1	.2				.1	.2	.4	.2	.1	
COMMUNICATION												
	14,400	10,599	1,665	1,759	606	251	6,318	3,681	3,440	142	99	120
% WHO WERE:												
FEMALE	51.5	67.9	34.4	17.9	23.4	19.1	96.2	5.1	5.3	2.1	2.0	59.2
BLACK	11.3	12.5	2.0	2.2	6.4	2.4	19.1	6.2	3.8	23.9	65.7	64.2
SSA	.3	.2	.1	.1	.5		.2	.6	.2	7.7	2.0	1.7
ASIAN AMER	.1	.1		.1			.1			.7		
INDIAN	.1				.2		.1	.1	.1	.7		

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES
IN THE ATLANTA, GEORGIA, SMSA (Cont.)

FOOD STORES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	13,538	10,542	1,744	125	91	7,700	882	2,328	631	1,117	580	668
% WHO WERE:												
FEMALE	33.4	40.7	8.1	9.6	45.1	43.3	85.9	6.7	1.4	9.5	7.1	11.8
BLACK	15.6	7.7	4.4	2.4	11.0	8.6	7.5	49.6	28.2	48.9	74.1	20.5
SSA	.1	.2	.2			.2		.1	.3			.1
ASIAN AMER	.4	.6	.1			.7	.2					
INDIAN		.1		1.6			.2					

TRUCKING AND WAREHOUSING

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	12,473	3,629	1,203	138	64	418	1,806	8,489	698	6,033	1,758	355
% WHO WERE:												
FEMALE	10.6	31.7	3.5		39.1	5.3	58.7	1.9	.1	.9	6.1	3.4
BLACK	16.8	5.0	3.7		9.4	.7	7.0	21.2	10.3	16.6	41.3	31.5
SSA	.2	.3	.2			.5	.3	.2	.1	.1	.3	.3
ASIAN AMER	.1	.2			1.6		.3				.2	
INDIAN	.2	.1	.1			.2	.2	.2		.2		

ELECTRICAL EQUIPMENT +SUPPLIES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	12,447	9,133	1,084	685	1,213	3,745	2,406	3,281	1,110	1,941	230	33
% WHO WERE:												
FEMALE	23.0	25.5	2.1	3.1	11.3	16.6	63.5	16.2	7.8	21.9	8.7	15.2
BLACK	7.6	3.6	1.0	1.3	7.6	2.0	6.1	18.2	4.1	24.9	29.1	63.6
SSA	1.2	1.5	.2	1.6	.9	2.4	.9	.3	.3	.3		
ASIAN AMER	.4	.6		1.0	.3	.8	.4	.1		.2		
INDIAN	1.1	1.5	.2			3.3	.5					

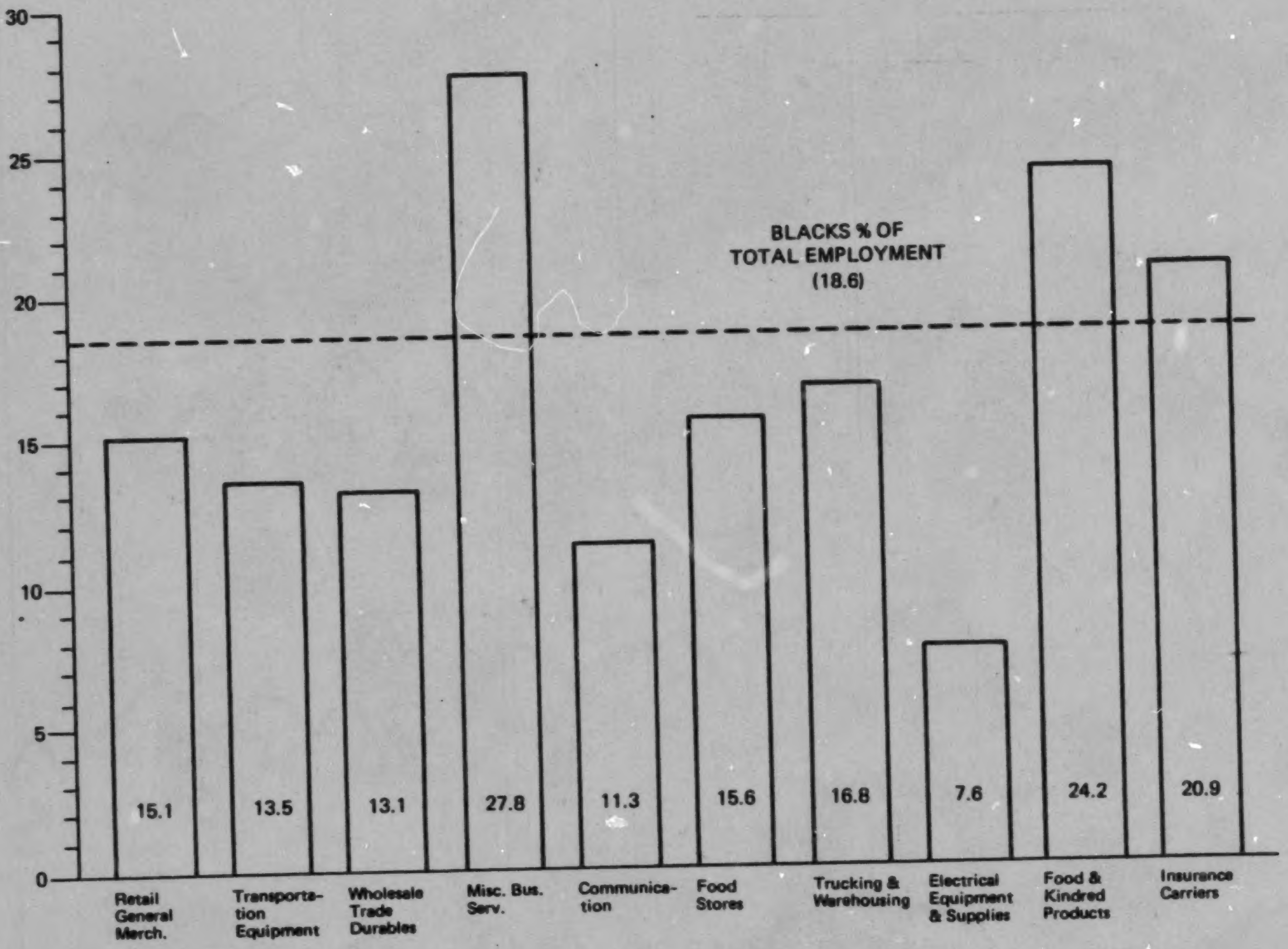
FOOD AND KINDRED PRODUCTS

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	12,243	5,864	1,375	900	332	1,625	1,632	5,995	1,227	2,567	2,201	384
% WHO WERE:												
FEMALE	27.0	29.2	2.8	15.2	41.3	1.5	84.4	24.3	2.9	24.3	36.2	34.4
BLACK	24.2	7.2	4.8	3.9	20.2	6.1	9.5	38.5	25.0	37.1	47.6	60.4
SSA	.6	.7	.4	.9	1.2	.4	1.2	.5	.7	.3	.5	1.3
ASIAN AMER	.4	.7	.6	.9	.3	1.2	.2	.1		.2	.1	.3
INDIAN			.1									

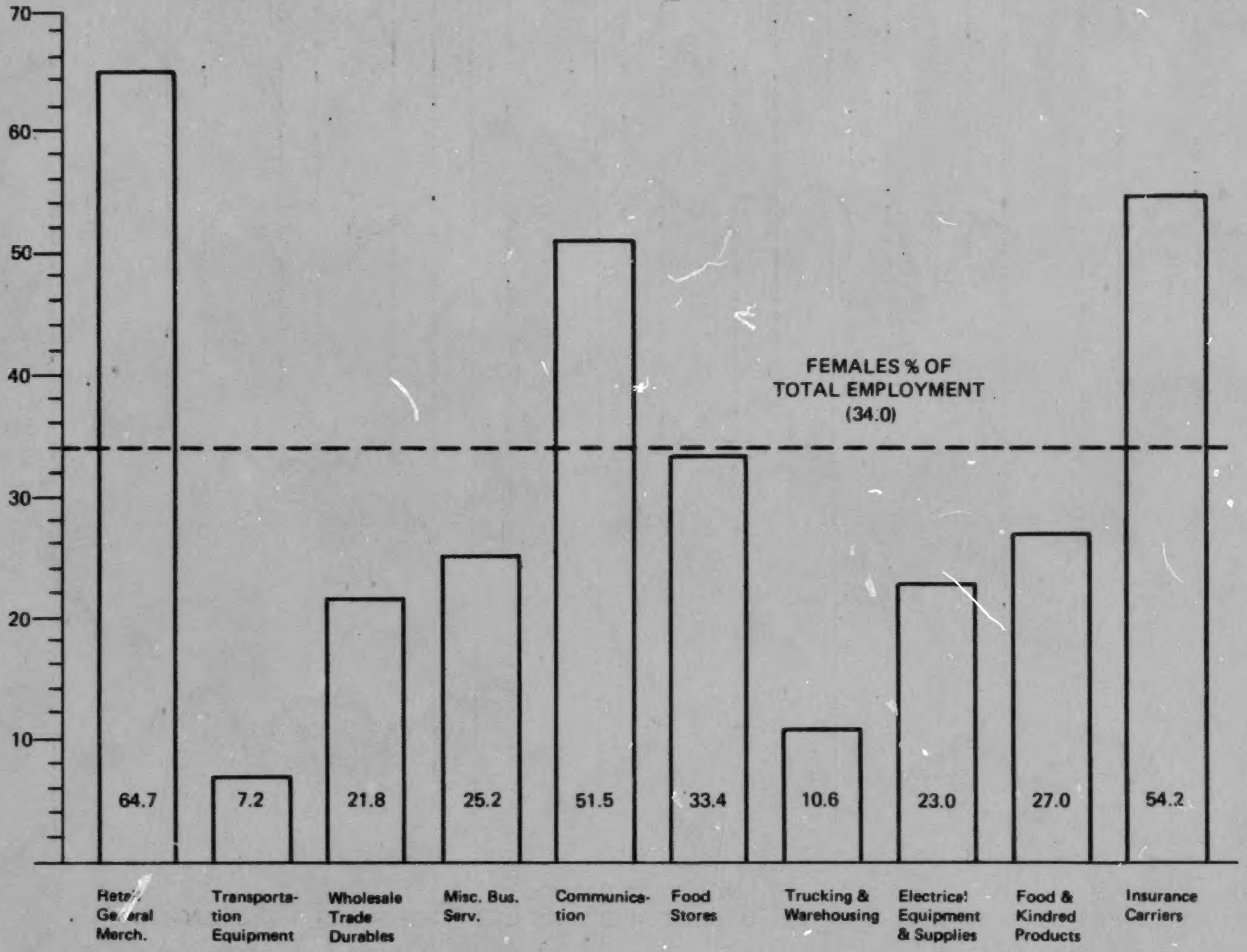
INSURANCE CARRIERS

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	12,195	12,022	1,653	1,496	554	2,498	5,823	65	46	17	2	108
% WHO WERE:												
FEMALE	54.2	54.7	13.6	16.4	34.8	16.1	94.6	16.9	21.7	5.9		21.3
BLACK	20.9	20.4	6.9	4.6	7.4	38.7	21.7	20.0	13.0	35.3	50.0	78.7
SSA	.3	.3	.2	.1	.4	.4	.3					
ASIAN AMER	.1	.1			.4	.1	.2					
INDIAN	.1	.1		.1	.2	.1	.1					

PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE ATLANTA SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE ATLANTA SMSA, 1972



BALTIMORE

The total population of the Baltimore SMSA was approximately 2,125,000 in July 1972. About twenty-four percent of this population was black and slightly less than one percent of the total population was Spanish Surnamed.

The civilian labor force numbered about 849,000 in 1972. Of this total, 27 percent were black and 34 percent were females 20 years and older.

Median income in 1969 for males was $7,901; females' income was only half of that. Black males, however, had a median income of $5,765 or 73 percent of that for all males. Black females were least rewarded for their labor, earning a median income of only $3,500.

Educational attainment and median earnings were directly related on the basis of ethnic group but not on a male/female basis within ethnic groups. Females had equal or higher educational attainment than males of the same ethnic group. Yet females earned substantially less. For example, the average educational attainment for persons above the age of 25 was 11.2 for males and 11.3 for females. The black population generally had fewer years of schooling: the median school years completed for black males and females was 9.1 and 10.1 respectively.

Data from the 1972 EEO-1 survey suggest that income differentials reflected in 1969 median earnings still exist. Minorities and women continued to be employed in occupations and industries where earnings were low.

In 1972, black workers comprised 21 percent of a reported work force of 353,000. Their greatest participation in white collar occupations was 14 percent of the jobs as technicians. On the other hand, they held half of the service jobs, 48 percent of the laborer jobs and 32 percent of the operative positions.

Females, equally as educated as men, were also over-represented in the low paying job categories. Although women constituted only 35 percent of the reported work force, they held almost three-fourths of the office and clerical jobs, 48 percent of the service jobs and 46 of the sales positions.

Minorities and women also were concentrated in industries with low average earnings. The ten largest industries in this area had a total employment that ranged from a high of 32,000 in Medical and Other Health Services to a low of 12,000 in Educational Services. Collectively these ten industries accounted for 53 percent of the reported work force.

Although 35 percent of the labor force were females, they held less than 30 percent of the jobs in six of the top ten industries. They had the largest share of the jobs in Medical and Other Health Services (a low average earnings industry) where they were 72 percent of the work force. They held only four percent of the jobs in the Primary Metal and Transportation Equipment Industries both high average earnings industries.

Blacks were 21 percent of the work force, and they held more than 21 percent of the jobs in four of the top ten industries. They held their largest share of the jobs in Medical and Other Services where they held 36 percent of the jobs.

Occupational employment in almost all of the top ten industries reflects an underepresentation of both blacks and women in the white collar jobs except office and clerical and sales positions. Women were not likely to hold blue collar jobs, and blacks who were employed in these positions were usually operatives or laborers. In addition, blacks were consistently over-represented in service jobs.

The better paying jobs seemed to be reserved for Anglo males. The occupational distribution for the SMSA shows that nearly 50 out of every 100 Anglo males had white collar positions in 1972. Half of these were in the managerial and professional category. Only 16 out of every 100 black men held positions which could be classified as white collar. While 73 percent of the Anglo women and 39 percent of the minority women were in white collar positions, most of these women were office and clerical workers. Nearly seven out of ten black males held blue collar positions, compared with less than half of the Anglo males. Anglo males highest concentration in blue collar employment (21 percent) was in the higher paying skilled craft jobs. Blacks' highest blue collar concentration was in operative jobs (35 percent).

Minority men and women were more likely to hold positions as service workers than their Anglo counterparts. While 15 percent of the minority males were service workers only five percent of the Anglo males were relegated to these lower paying jobs.

Nearly 30 percent of the minority females were service workers; however, only seven percent of the Anglo women were found in these positions.

The occupational patterns of minorities and women have not changed significantly since 1970. Total employment decreased between 1970 and 1972 although it increased between 1971 and 1972. Women's share of total employment remained relatively stable at 34 percent in spite of the overall decline. Between 1970 and 1972, female employment increased in every job category except managers, clerical workers and operatives. However, between 1971 and 1972, employment of women increased in all categories except skilled craft workers.

The number and percentage of jobs that were held by blacks increased between 1970 and 1972, particularly in each of the white collar categories. Employment of blacks declined in each of the blue collar occupations during this period, but declined relatively only in the laborer category. There was also a sharp increase in black service workers even though their relative share of such jobs dropped.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE BALTIMORE, MD., SMSA – 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	100.0
White Collar	49.1	15.5	73.3	38.8
Officials and Managers	15.4	2.7	4.1	1.4
Professionals	10.9	3.1	8.7	4.2
Technicians	5.9	2.6	3.9	5.0
Sales Workers	9.2	2.8	14.7	5.4
Office and Clerical	7.7	4.3	42.0	22.8
Blue Collar	46.0	69.3	20.2	31.3
Craftsmen	21.4	11.6	2.6	2.0
Operatives	18.8	34.7	13.1	18.8
Laborers	5.8	23.0	4.4	10.5
Service Workers	4.9	15.3	6.5	29.9

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF BLACK EMPLOYEES, 1970, 1971, AND 1972

BALTIMORE, MARYLAND				PARTICIPATION RATES			OCCUPATIONAL DISTRIBUTION		
	1970	1971	1972	1970	1971	1972	1970	1971	1972
TOTAL EMPLOYEES	384,444	337,575	393,153	18.5	20.2	20.9	100.0	100.0	100.0
WHITE COLLAR	190,761	166,004	176,871	7.1	8.7	9.5	19.1	21.2	22.7
OFFICIALS AND MANAGERS.	35,627	31,864	33,566	3.0	3.8	4.6	1.5	1.8	2.1
PROFESSIONALS	30,781	28,586	30,778	3.4	4.0	5.0	1.5	1.7	2.1
TECHNICIANS	16,074	15,498	17,031	9.8	14.1	14.2	2.2	3.2	3.3
SALES WORKERS	31,281	30,016	33,456	8.3	8.5	8.4	3.6	3.7	3.8
OFFICE AND CLERICAL WORKERS . .	76,558	59,840	62,040	9.5	12.3	13.6	10.3	10.8	11.4
BLUE COLLAR	168,464	146,285	145,124	26.2	27.3	28.5	62.0	58.7	56.1
CRAFTSMEN	61,107	49,150	47,606	10.0	12.0	12.2	8.5	8.7	7.9
OPERATIVES	77,243	65,717	68,703	29.2	29.7	31.7	31.7	30.4	29.5
LABORERS	30,114	27,418	28,815	51.5	48.8	48.0	21.7	19.6	18.7
SERVICE WORKERS	25,419	25,290	31,158	53.0	54.3	50.4	18.9	20.1	21.3

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF FEMALE EMPLOYEES, 1970, 1971, AND 1972

BALTIMORE, MARYLAND				PARTICIPATION RATES			OCCUPATIONAL DISTRIBUTION		
	1970	1971	1972	1970	1971	1972	1970	1971	1972
TOTAL EMPLOYEES	384,444	337,575	393,153	33.5	33.8	34.8	100.0	100.0	100.0
WHITE COLLAR	198,761	164,064	176,871	47.4	45.1	45.2	69.3	65.7	65.1
OFFICIALS AND MANAGERS.	35,627	31,864	33,566	13.3	12.0	12.6	3.6	3.3	3.4
PROFESSIONALS	30,781	28,586	30,778	23.8	28.1	30.4	5.6	7.1	7.6
TECHNICIANS	16,074	15,498	17,031	24.3	29.2	25.8	3.0	4.0	4.1
SALES WORKERS	31,281	36,016	33,456	45.9	47.6	45.7	11.0	12.5	12.4
OFFICE AND CLERICAL WORKERS . .	76,558	55,840	62,046	78.1	73.9	74.1	46.1	38.8	37.4
BLUE COLLAR	168,464	146,285	145,124	16.9	18.0	19.3	21.8	23.1	22.8
CRAFTSMEN	61,107	49,150	47,606	4.1	6.4	6.5	1.9	2.7	2.5
OPERATIVES	77,243	69,717	68,703	24.8	25.3	25.8	14.7	15.5	14.5
LABORERS	30,114	27,418	28,615	22.6	26.3	25.1	5.2	4.9	5.9
SERVICE WORKERS	25,419	25,256	31,158	45.8	50.4	47.7	8.9	11.2	12.1

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES
IN THE BALTIMORE, MARYLAND, SMSA

MEDICAL+OTHER HEALTH SERVICES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE – COLLAR WORKERS: TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS: TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	32,074	18,901	1,721	7,784	4,066	11	5,319	1,809	498	956	355	11,364
% WHO WERE:												
FEMALE	71.6	78.8	49.5	77.6	75.6	56.5	92.6	35.8	9.6	40.4	30.6	65.3
BLACK	36.0	21.4	16.6	10.4	36.9	27.3	27.2	44.4	20.3	53.9	53.0	59.0
SSA	1.0	1.2	.2	2.5	.5		.2	.4	.8	.2	.6	.8
ASIAN AMER	2.2	3.4	.6	6.8	1.8		.3	1.3	.6	.3	5.1	.5
INDIAN	.1	.1	.1	.1			.1					

PRIMARY METAL INDUSTRIES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	26,172	5,976	2,760	585	510	114	2,027	19,623	5,729	9,787	4,107	573
% WHO WERE:												
FEMALE	3.7	11.1	1.1	2.2	1.8	.9	30.1	1.5	.2	2.5	.7	4.9
BLACK	30.6	5.2	5.7	1.5	6.7		5.4	37.7	11.0	42.1	64.6	51.1
SSA	.1	.2		.5	.2		.2	.1	.1	.1		.2
ASIAN AMER		.1		.2	.2		.1					
INDIAN												

ELECTRICAL EQUIPMENT +SUPPLIES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	25,177	12,773	2,490	4,335	2,485	125	3,338	12,133	3,742	8,146	245	271
% WHO WERE:												
FEMALE	29.8	18.8	1.0	1.7	5.2		65.0	33.5	6.0	46.4	24.9	11.1
BLACK	13.1	4.7	2.1	2.1	6.6	.8	8.8	21.0	5.9	27.8	26.9	52.8
SSA	.2	.3	.2	.3	.4		.2	.2	.3	.2		
ASIAN AMER	.3	.5	.2	.9	.4		.2	.1	.1	.1	.4	
INDIAN									.1			

RETAIL GENERAL MERCHANDISE

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	23,546	18,462	2,654	249	212	11,064	4,283	2,635	676	895	1,064	2,449
% WHO WERE:												
FEMALE	70.6	76.7	48.8	54.6	31.6	79.4	90.5	36.7	33.6	35.8	39.4	60.6
BLACK	16.1	10.7	6.1	5.6	8.5	10.9	13.5	26.9	15.5	28.3	32.2	45.1
SSA	.3	.2	.2			.2	.3	1.0	1.5	.8	.8	.6
ASIAN AMER	.2	.2	.2	.4	.9	.2	.1	.4	.4	.1	.6	.4
INDIAN	.1	.1				.1	.1				.1	.1

TRANSPORTATION EQUIPMENT

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	15,677	3,558	1,378	590	384	51	1,155	11,843	5,635	5,869	339	276
% WHO WERE:												
FEMALE	3.6	13.9	.4	4.6	5.5		38.3	.5	.2	.9	.3	1.8
BLACK	23.8	5.0	5.7	.7	3.1		7.2	29.4	26.0	30.8	62.5	25.4
SSA	.2	.2	.1	.3	.3		.1	.2	.3	.1		
ASIAN AMER	.1	.1	.1	.3			.1			.1		
INDIAN	.2			.2				.2	.1	.4		.4

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE BALTIMORE, MARYLAND, SMSA (Cont.)

WHITE COLLAR WORKERS — BLUE COLLAR WORKERS

FOOD AND KINDRED PRODUCTS

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	14,076	5,508	1,417	209	201	2,478	1,203	8,128	1,099	3,201	3,028	440
% WHO WERE:												
FEMALE	25.0	31.9	2.6	14.4	26.4	29.1	76.2	20.8	3.2	16.8	36.1	17.0
BLACK	22.9	7.9	4.9	6.2	8.5	9.8	7.6	31.3	16.5	28.4	43.5	58.2
SSA	.4	.3	.7		.5	.3		.5	.3	.3	.9	
ASIAN AMER	.2	.4	.1	1.0	2.0	.6	.1	.1	.1	.1	.1	
INDIAN	.4	.1	.3		.5		.2	.5	.3	.5	.6	1.4

WHOLESALE TRADE DURABLES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	13,620	9,170	1,614	505	722	2,965	3,364	4,307	1,049	2,260	998	143
% WHO WERE:												
FEMALE	23.1	27.5	4.6	4.4	2.4	4.3	67.7	14.0	4.2	18.3	14.5	21.7
BLACK	12.9	5.8	2.7	1.4	5.3	4.0	9.7	26.9	5.1	27.4	48.7	42.7
SSA	.2	.2	.1	.4	.6	.1	.4	.2	.4	.2	.1	
ASIAN AMER	.1	.2	.1	.4	.1	.1	.2				.1	
INDIAN	.1	.1	.1			.2	.1	.1	.1	.2		

FOOD STORES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	13,311	10,824	1,347	33	13	8,032	1,399	1,902	611	1,220	71	585
% WHO WERE:												
FEMALE	35.3	40.3	13.3		7.7	41.3	61.7	13.6	12.9	14.6	2.8	14.2
BLACK	9.8	8.0	3.6			8.4	9.9	15.4	7.5	16.4	64.8	25.5
SSA	.2	.1				.2	.1	.3	.2	.3		
ASIAN AMER								.1		.1		
INDIAN	.1	.1	.1			.1		.2	.2	.1	1.4	.7

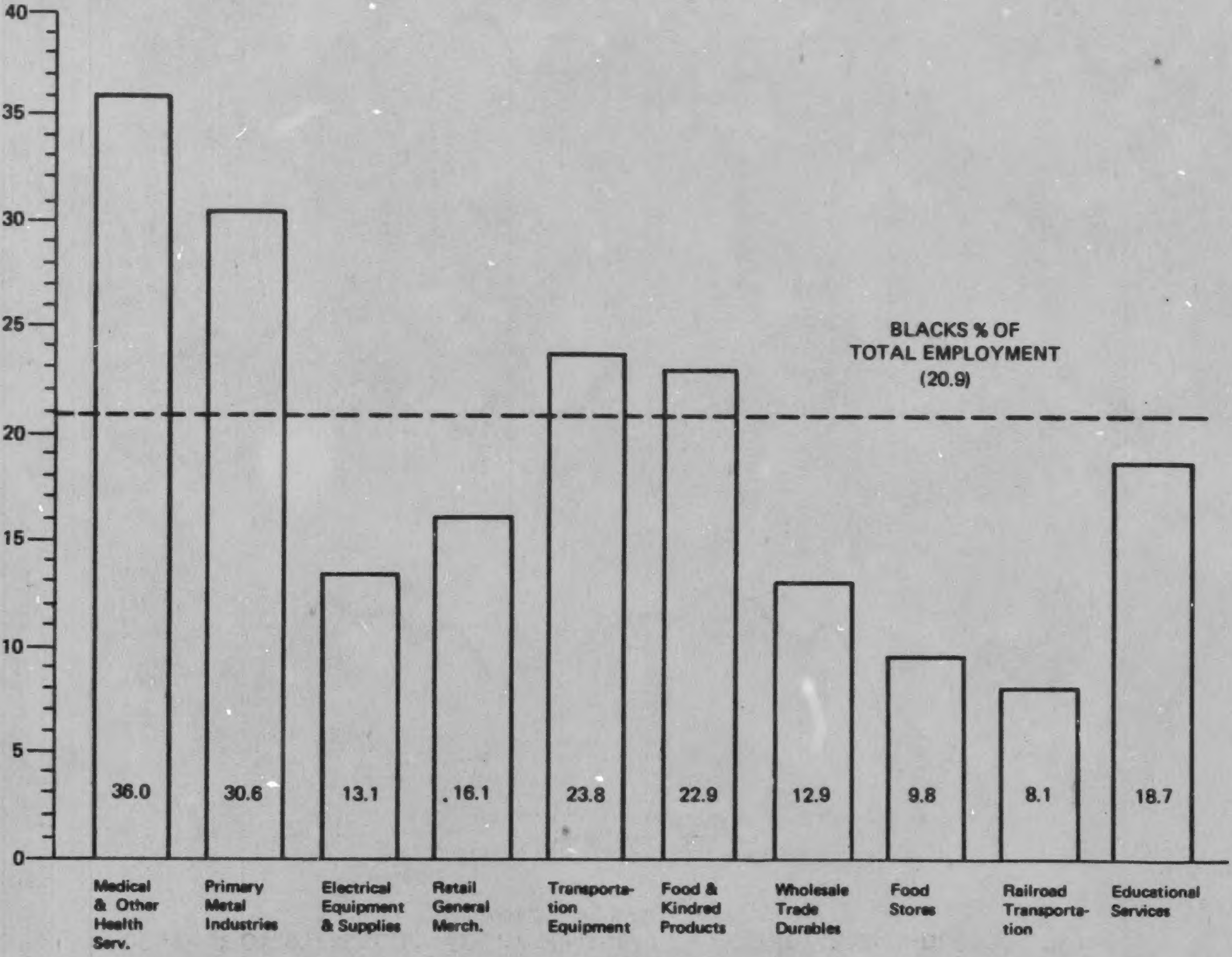
RAILROAD TRANSPORTATION

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	12,522	5,572	951	150	289	323	3,860	6,341	3,285	2,184	872	609
% WHO WERE:												
FEMALE	11.8	25.9	.7	2.7	2.8	.6	36.8	.2	.1	.1	.9	4.1
BLACK	8.1	2.5	.5	2.7	.7	.3	3.3	9.7	1.7	7.5	45.5	41.9
SSA	.1						.1	.1		.1	.2	
ASIAN AMER	.5	.1		.7			.1	.9	1.7	.1		.2
INDIAN	.1							.1		.2	.1	

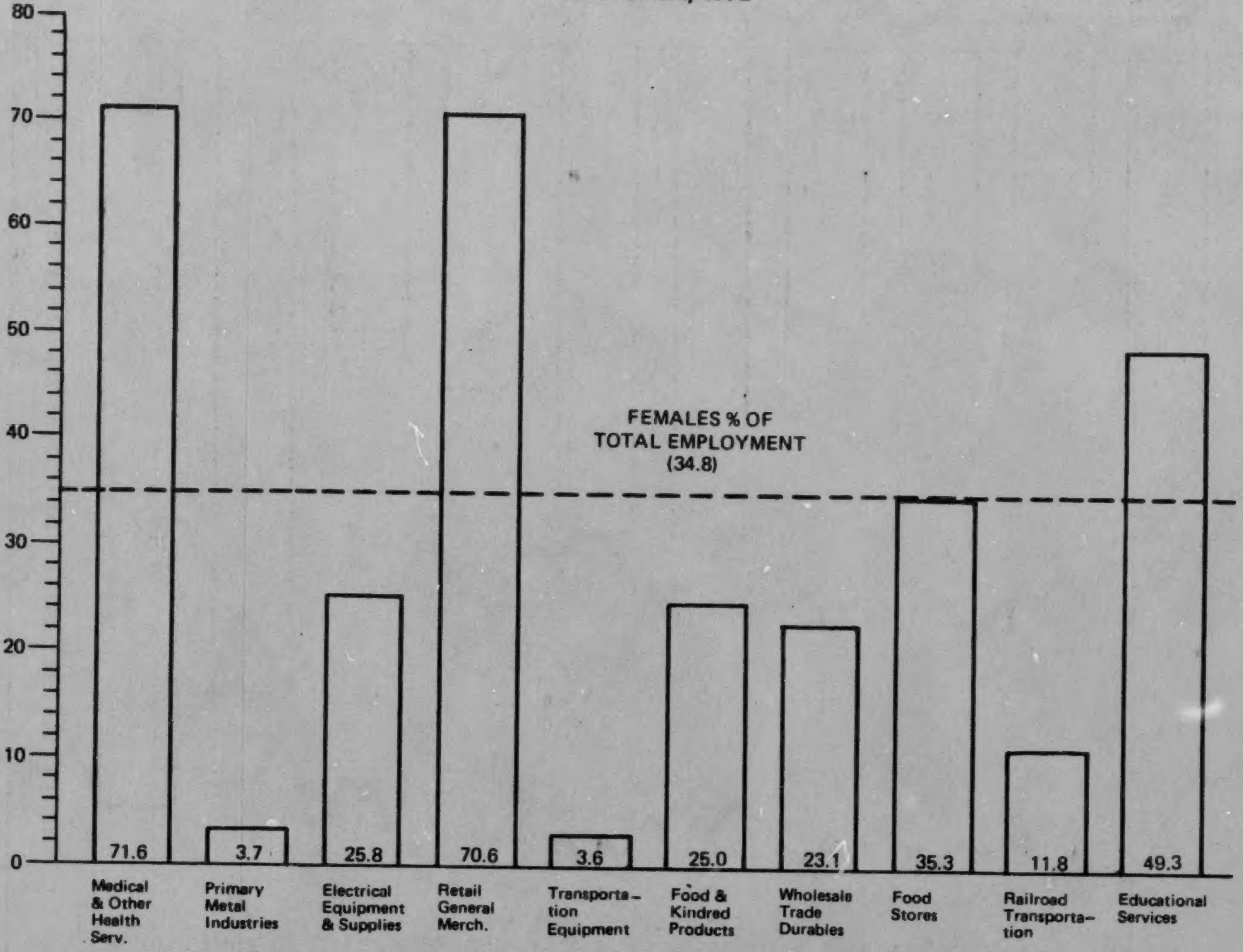
EDUCATIONAL SERVICES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	12,114	9,955	433	5,517	1,230	13	2,762	1,237	273	851	113	422
% WHO WERE:												
FEMALE	49.3	49.9	23.1	29.8	58.6	76.9	90.0	43.9	5.9	60.4	11.5	50.7
BLACK	18.7	8.5	3.7	4.4	13.3		15.6	51.5	17.9	62.4	50.4	84.1
SSA	.4	.4	.2	.6	.2		.2	.3	.4	.1	1.8	
ASIAN AMER	1.8	2.2	.7	3.2	2.0		.5	.3		.4	.9	.1
INDIAN	.1	.1		.2			.1					

PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE BALTIMORE SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE BALTIMORE SMSA, 1972



BOSTON

The Bureau of the Census estimates that the 1972 population of the Boston SMSA was 2.9 million. Almost 53 percent of the population were female; approximately five percent were black.

There were an estimated 1,149,000 persons in the Boston civilian labor force in 1972. Close to 41 percent of the labor force participants were female 20 years and older; only about four percent were black.

Annual median income in 1969 for those persons 16 years and older with earnings was $8,262 for all males, $4,031 for all females. Black males earned a median income of $5,240 annually, while black females earned a meager $2,921.

Educational levels belie the above differentials in earnings particularly as regards the difference in male female earnings. For instance, in 1970 the median school years completed for all those 25 years and older was exactly equal for males and females (12.4 years), which fact certainly does not reflect itself in earnings. For blacks in the same age group, females actually showed slightly more schooling (11.7 years) than black males (11.6 years), though earning substantially less.

The data derived from the 1972 EEOC-1 survey generally suggest no change in the differentials indicated by the income statistics cited above. Women and minorities suffered uneven participation and unbalanced distribution both among industries surveyed and across job categories. Both groups usually were concentrated in job categories and industries where the earnings potentials were low.

In 1972 women held 41 percent of the 613,466 reported jobs. These women comprised 48 percent of the white collar workers (81 percent of office and clerical workers, but only 13 percent of the officials and managers), 26 percent of the blue collar workers, and almost half (49 percent) of the service workers.

Since 1970 women have gradually increased their participation in the higher paying officials and managers and professionals categories, while also increasing their share of the jobs which pay the least (office and clerical workers, laborer and service workers). Female employment has increased in every job category except sales workers since 1970. The greatest increases were in professional and sales jobs for Anglo women and service and laborer jobs for minority females.

In 1972, 65 percent of all women were in three relatively low paying jog categories -- 42 percent were office and clerical workers, 12 percent were operatives and 11 percent were service workers. Only 30 percent of all male employees held such positions.

The 1972 EEO-1 data show some substantial differences between the occupational distributions of Anglo and minority females. For instance, while almost three-quarters of all Anglo women were white collar workers, only one-half of all minority women held such positions. However, more than twice the percentage of minority as Anglo women held positions in the laborer and service worker categories -- traditionally the lowest prestige, lowest paying of the job categories.

In 1972 blacks held five percent of the jobs counted in the survey. Nevertheless, blacks were only three percent of all white collar workers. Blacks constituted five percent of the blue collar work force and a disproportionate 13 percent of the service workers.

Since 1970 blacks have made slight increases in their share of the more attractive white collar jobs of officials and managers and professionals. Among the blue collar jobs blacks gained in the skilled craftsmen field and decreased numerically as well as relatively, in the expanding laborer category.

In 1972, 52 percent of all blacks were in low paying job categories -- 16 percent were operatives, nine percent were laborers, and 27 percent were service workers. Only 27 percent of all Anglo workers held similar positions.

The dissimilarities between the occupational distributions of Anglo males and minority males were greatest in the traditionally highest and lowest paying job categories. In 1972, the percentage of Anglo males that were officials and managers was more than three times that of minority males. At the same time, the proportion of minority men who were service workers was triple that of Anglo males.

A comparison of the occupational distributions of Anglo males, women, and minorities demonstrates, at least partially, the relative economic positions of the groups. In 1972, for instance, almost half (49 percent) of all Anglo males were officials and managers, professionals, or skilled craftsmen, whereas only 27 percent of minority males, 16 percent of Anglo females, and nine percent of minority females held these top positions in the white and blue collar fields.

Employment in the top ten industries in the Boston SMSA in 1972 accounted for 57 percent of the total reported employment. The number of employees per industry ranged from slightly under 20,000 to almost 70,000. The combined industries had a greater percentage of white collar workers than the surveyed industries as a whole (70 vs. 60 percent) and a smaller percentage of blue collar workers (19 vs. 29 percent), with an equivalent rate for service workers of about 10 percent.

The all industries participation rate for women was 41 percent, but they were represented unevenly in the top ten industries at rates of from 21 percent in Machinery Excluding Electrical (a relatively high average earnings industry) to 73 percent in the SMSA's largest industry, Medical and Other Health Services (a relatively low average earnings industry.

Office and clerical positions in the ten major industries were filled overwhelmingly by women. Women represented an average of 84 percent of the workers in that category.

Blacks were almost five percent of the employees in the all industries survey. That rate was equaled or surpassed in six of the ten industries. Electrical Equipment and Supplies and Machinery, Excluding Electrical, employed the smallest percentage of blacks -- 2.5 percent and 2.3 percent respectively. Blacks experienced their greatest representation in the largest industry, Medical and Other Health Services (8.6 percent of all workers), though they were concentrated in the least financially rewarding categories -- laborers and service workers.

Spanish Surnamed Americans were only two percent of all employees in the EEO-1. survey and were employed at approximately that rate throughout the top ten industries. Almost 80 percent of all Spanish were either blue collar or service workers. Slightly less than one-third of all Spanish were operatives.

Asian Americans were one half of one percent of the Boston, SMSA total, but, among the ten largest industries, their participation rates ranged from 0.2 percent in the Communications industry to 1.6 percent in the Educational Service field. Over three-fourths of all Asians were white collar workers, with large concentrations in the professional and technician categories. The proportions of Asians in those two categories were double the rates for Anglo workers.

American Indians represented only 0.3 percent of the total employees covered by the survey, but were a surprising 3.3 percent of the Retail General Merchandise employment. About three-fourths of all Indians were white collar workers; over half were sales workers.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE BOSTON, MASS., SMSA – 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	100.0
White Collar	56.6	29.7	72.3	50.1
Officials and Managers	15.1	4.6	3.3	1.5
Professionals	18.1	9.7	11.1	5.6
Technicians	7.4	5.5	5.0	4.6
Sales Workers	9.1	4.0	10.0	8.2
Office and Clerical	6.9	5.9	42.9	30.2
Blue Collar	36.3	47.6	17.5	27.6
Craftsmen	16.0	12.5	1.8	2.0
Operatives	14.3	21.7	11.4	15.9
Laborers	6.0	13.4	4.3	9.7
Service Workers	7.1	22.7	10.2	22.3

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
BLACK EMPLOYEES, 1970, 1971, AND 1972

BOSTON	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	602,684	594,493	613,466	4.4	4.4	4.6	100.0	100.0	100.0
WHITE COLLAR	364,623	362,775	375,665	2.7	2.9	3.1	38.0	40.8	40.8
OFFICIALS AND MANAGERS.	56,160	58,024	59,877	1.3	1.5	1.6	2.7	3.3	3.3
PROFESSIONALS	88,055	84,279	90,120	1.5	1.7	2.0	5.1	5.6	6.3
TECHNICIANS	38,114	37,635	38,525	3.6	3.9	4.1	5.2	5.7	5.6
SALES WORKERS	56,917	55,196	56,414	2.1	1.9	2.4	4.5	4.0	4.8
OFFICE AND CLERICAL WORKERS . .	125,377	127,641	130,725	4.3	4.5	4.5	20.6	22.2	20.8
BLUE COLLAR	185,477	181,538	179,567	5.3	4.9	5.2	37.3	33.8	32.6
CRAFTSMEN	57,417	62,024	61,287	2.9	3.3	3.6	6.3	7.8	7.7
OPERATIVES	94,159	86,270	83,158	5.7	4.8	5.4	20.4	16.0	15.9
LABORERS	33,901	33,244	35,522	8.3	7.8	7.3	10.7	9.9	9.1
SERVICE WORKERS	52,584	50,176	57,834	12.3	13.2	13.1	24.7	25.4	26.6

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
FEMALE EMPLOYEES, 1970, 1971, AND 1972

BOSTON	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	602,684	594,493	613,466	35.8	39.6	41.3	100.0	100.0	100.0
WHITE COLLAR	364,623	362,775	375,665	44.9	46.1	47.6	68.2	71.0	70.5
OFFICIALS AND MANAGERS.	56,160	58,024	59,877	11.7	12.7	13.4	2.7	3.1	3.2
PROFESSIONALS	88,055	84,279	90,120	24.6	25.4	30.0	9.0	9.1	10.7
TECHNICIANS	38,114	37,635	38,525	28.1	30.1	32.4	4.5	4.8	4.9
SALES WORKERS	56,917	55,196	56,414	45.5	47.0	44.4	10.8	11.0	9.9
OFFICE AND CLERICAL WORKERS . .	125,377	127,641	130,725	78.9	79.3	81.3	41.2	43.0	41.9
BLUE COLLAR	185,477	181,538	179,567	27.5	24.5	25.5	21.3	18.9	18.4
CRAFTSMEN	57,417	62,024	61,287	8.6	7.0	7.6	2.1	1.8	1.8
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LABORERS	33,901	33,244	35,522	31.9	32.2	33.8	4.5	4.5	4.7
SERVICE WORKERS	52,584	50,176	57,834	47.9	47.4	48.9	10.5	10.1	11.1

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES
IN THE BOSTON, MASSACHUSETTS, SMSA

WHITE COLLAR WORKERS — BLUE COLLAR WORKERS

MEDICAL+OTHER HEALTH SERVICES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLFR	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	67,812	44,868	2,769	21,356	9,282	142	11,319	4,310	966	2,135	1,209	18,634
% WHO WERE:												
FEMALE	73.3	77.3	50.6	76.0	76.0	90.8	87.4	41.8	6.2	51.0	54.2	70.8
BLACK	8.6	4.2	2.9	1.9	6.7	9.9	6.9	11.8	8.1	11.1	16.0	18.2
SSA	1.4	.6	.5	.6	.7	2.1	.7	2.6	1.3	1.8	4.9	2.8
ASIAN AMER	1.0	1.3	.5	1.8	1.2	.7	.6	.6	.2	.4	1.2	.5
INDIAN	.1	.1	.1	.1	.1		.1	.1	.1	.1		.1

ELECTRICAL EQUIPMENT +SUPPLIES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	51,492	26,075	4,997	8,307	4,427	1,241	7,103	24,442	4,855	17,090	2,497	975
% WHO WERE:												
FEMALE	37.9	23.4	3.1	3.9	8.5	15.8	71.2	54.5	7.0	66.1	67.2	7.9
BLACK	2.5	1.3	.8	.9	2.1	1.7	1.5	3.8	2.6	4.0	5.1	2.9
SSA	2.0	.5	.5	.4	.8	.3	.6	3.6	1.5	3.3	9.6	3.5
ASIAN AMER	.5	.6	.3	1.0	.8	.2	.2	.4	.2	.3	1.2	
INDIAN	.1		.1			.2		.1	.1	.1	.1	

RETAIL GENERAL MERCHANDISE

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	35,312	28,205	4,382	346	454	16,171	6,852	3,967	759	1,023	2,185	3,140
% WHO WERE:												
FEMALE	66.6	73.0	30.5	31.2	19.8	82.0	84.4	34.8	27.7	43.1	33.4	49.1
BLACK	3.8	3.0	2.0	2.6	4.4	2.6	4.6	6.0	3.3	4.7	7.6	8.6
SSA	.4	.3	.1		.2	.3	.5	1.1	.5	1.2	1.2	.8
ASIAN AMER	.3	.3	.1		.4	.3	.5	.4	.1		.7	.2
INDIAN	3.3	3.8	1.8		.4	5.4	1.6	.3		.4	.4	3.2

INSURANCE CARRIERS

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	34,024	32,434	4,027	5,426	3,217	5,362	14,402	410	214	154	42	1,180
% WHO WERE:												
FEMALE	58.3	58.7	17.5	35.4	65.4	25.0	90.0	12.9	4.7	20.8	26.2	63.2
BLACK	4.6	4.7	.7	2.0	2.8	4.8	7.2	1.7	.9	2.6	2.4	2.6
SSA	1.3	1.3	.3	.3	.5	1.6	1.9	.7		1.9		1.4
ASIAN AMER	.7	.7	.2	.6	.5	.4	1.1					.3
INDIAN				.1				.2	.5			

MACHINERY, EXC. ELECTRICAL

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	30,741	16,700	3,382	4,642	2,787	834	5,055	13,567	6,827	5,239	1,501	474
% WHO WERE:												
FEMALE	21.1	25.1	2.1	7.5	4.9	9.1	70.3	16.5	2.2	31.0	30.4	16.0
BLACK	2.3	1.5	.9	1.3	1.9	.5	2.0	3.2	2.6	3.1	5.8	3.8
SSA	1.6	.4	.2	.4	.7		.8	3.0	.6	6.1	3.5	1.3
ASIAN AMER	.5	.8	.6	1.7	.8	.1	.1	.2	.1	.4	.1	
INDIAN	.2	.3	.2	.1	.1	3.0	.1			.1	.1	.4

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE BOSTON, MASSACHUSETTS, SMSA (Cont.)

EDUCATIONAL SERVICES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	29,163	23,471	2,251	12,574	2,062	67	6,517	1,807	883	395	529	3,885
% WHO WERE:												
FEMALE	43.8	47.2	30.3	29.3	39.7	40.3	90.1	13.3	3.2	20.8	24.6	37.4
BLACK	5.4	4.4	5.5	2.8	4.5	6.0	6.9	7.2	6.0	11.4	6.2	10.5
SSA	1.2	1.1	.5	1.0	1.6		1.2	1.0	.5	.8	2.1	2.4
ASIAN AMER	1.6	2.0	.4	2.3	4.7		1.0	.1	.2			.3
INDIAN							.1					.1

COMMUNICATION

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	28,581	20,753	3,572	4,454	525	451	11,751	7,072	6,597	416	59	756
% WHO WERE:												
FEMALE	48.5	64.9	35.4	19.7	4.6	23.1	95.3	.8	.6	2.2	16.9	46.3
BLACK	4.0	4.4	1.3	1.1	5.0	1.8	6.6	2.7	2.5	3.6	8.5	4.8
SSA	.2	.1	.1		.6		.2	.2	.2	.2		1.1
ASIAN AMER	.2	.2	.1	.3	.4		.2	.1	.1			
INDIAN					.2						1.7	

INSTRUMENTS + RELATED PRODUCTS

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	26,676	16,354	3,080	9,082	2,930	587	4,675	9,735	3,704	5,000	1,031	587
% WHO WERE:												
FEMALE	30.2	28.9	2.5	5.6	12.5	2.6	85.3	33.9	8.0	44.4	76.0	4.3
BLACK	5.3	3.3	2.1	2.7	5.9	2.2	3.3	8.4	4.9	6.6	29.7	9.2
SSA	1.3	.6	.6	.6	.7	.5	.4	2.4	.8	3.5	2.2	3.7
ASIAN AMER	.3	.3	.3	.5	.2	.2	.2	.2		.3	.2	
INDIAN			.1			.2				.1		

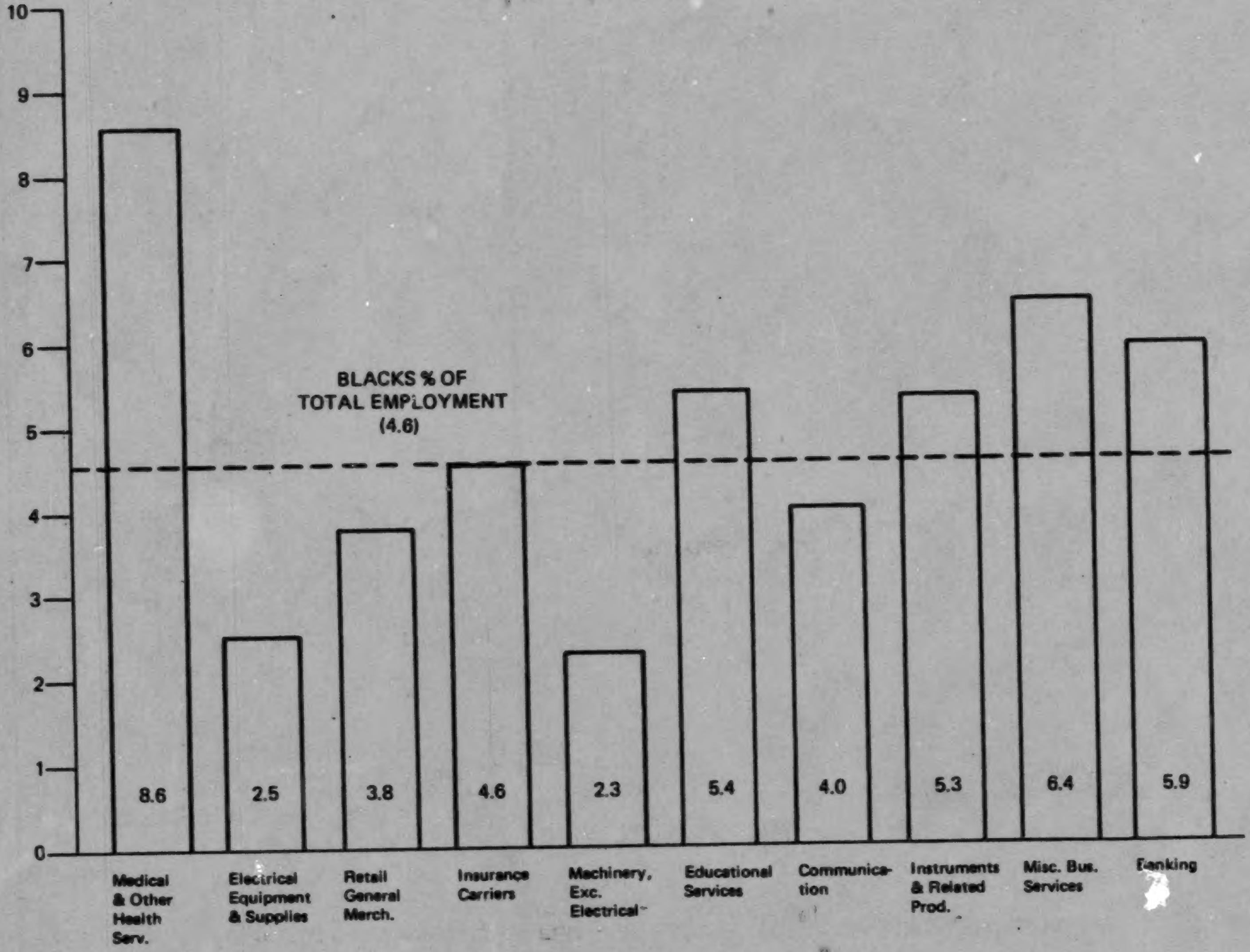
MISCELLANEOUS BUSINESS SERVICE

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	23,015	15,688	1,410	2,996	1,272	285	9,725	1,509	617	511	381	5,818
% WHO WERE:												
FEMALE	47.7	63.0	5.7	10.0	14.6	6.0	95.7	19.3	1.1	27.2	38.1	13.6
BLACK	6.4	1.2	1.3	1.0	3.3		1.0	3.2	2.4	3.1	4.5	21.5
SSA	2.4	.4	.8	.4	1.3		.2	1.8	1.1	1.6	3.1	8.0
ASIAN AMER	.5	.6	.4	2.1	1.2		.1	.1	.2			.1
INDIAN	.1	.1	.1	.1		.7						

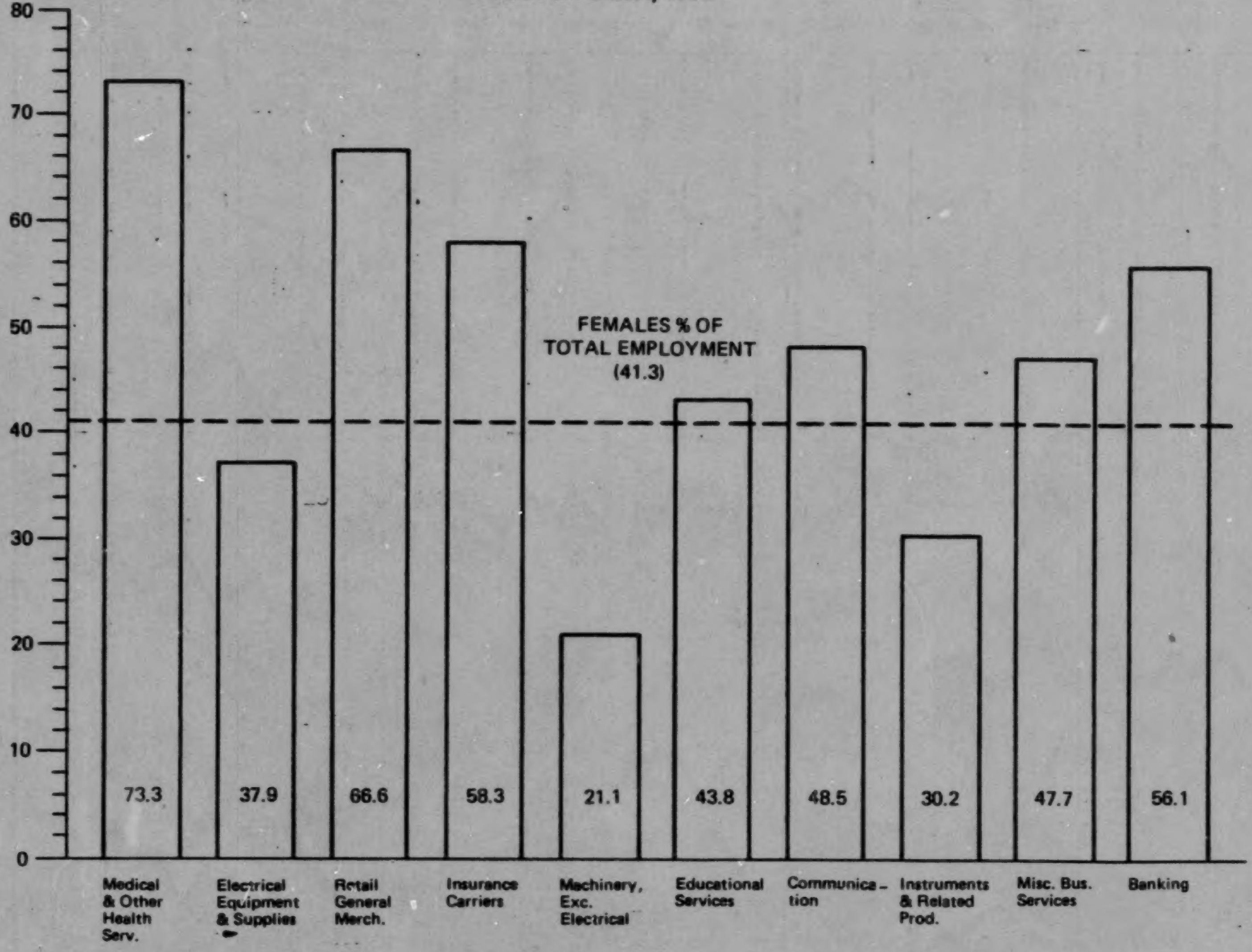
BANKING

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	19,632	18,485	3,110	1,796	877	166	12,536	482	67	399	16	665
% WHO WERE:												
FEMALE	56.1	57.7	15.9	28.4	29.0	12.7	74.9	45.9	7.5	54.1		18.0
BLACK	5.9	5.6	1.2	2.5	7.1	1.8	7.1	10.4	3.0	12.0		10.5
SSA	1.3	1.2	.2	1.1	1.1		1.5	2.9	1.5	3.3		2.3
ASIAN AMER	.6	.6	.1	.7	1.4		.6	.4		.5		.2
INDIAN				.1	.1							.2

PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE BOSTON SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE BOSTON SMSA, 1972



CHICAGO

Nearly 7.1 million persons lived in the Chicago SMSA in 1972. Females accounted for over one-half the population, blacks accounted for about 18 percent, and Spanish for about five percent.

Over three million persons or 63 percent of the SMSA civilian population 16 years old and over were in the labor force in 1972. Blacks in the labor force numbered 775,000 or nearly 15 percent of the total area labor force. Thirty-four percent of the labor force were females 20 years of age and older.

Men had a median income of $8,987 in 1969, but the median for females was $4,509 or only about one-half that of men. Black males had a median of $6,897 and black females had a median income of $4,488. Spanish Surnamed American males and females had median incomes of $6,769 and $4,015, respectively. Median income for all females including black and Spanish females was higher in the central city than SMSA.

Educational attainment (as measured by median years of school completed) of the area's population 25 years old and over had little relationship to earnings, particularly on a male/female basis. Males in the area completed 12.2 years of school and females 12.1 years. Yet female earnings were only half that of men. Black females earned substantially less than black males. However, males completed only about 10.7 years of school and black females completed 11.0 years. Spanish inhabitants were even less educated, generally, but earned about the same as blacks. Spanish males completed 9.1 years of school, females completed 8.9 years.

The Equal Employment Opportunity Commission received reports covering nearly 1.5 million employees in the SMSA. About 15 percent of these employees were black and six percent were Spanish Surnamed Americans. Forty-seven percent of all employees were female.

The area's ten largest industries reported employment ranging between 51,400 and 122,900. These ten industries, six of which are manufacturing industries, accounted for 52 percent of the reported SMSA employment. They also employed 55 percent of the minorities reported.

Blacks were 15 percent of the labor force, but their employment in half of the ten largest industries exceeded that rate. Relative black employment was greatest in the Primary Metals industry where the black work force was 24 percent of total employment.

Spanish Surnamed Americans held six percent of all jobs reported and more than six percent of the jobs in six of the top industries, reaching a high of ten percent in the Fabricated Metal Products industry.

An examination of employment patterns within the industries in the SMSA can provide some insights into the reasons for income differentials among the various groups. Minorities held a disproportionately high share of operative, laborer and service jobs in every industry. Moreover, only in the Retail General Merchandise industry did the proportion of either blacks or SSA's holding skilled craft jobs exceed their overall industry participation rates. However, average earnings in the Retail General Merchandise industry are low and the number of craftsmen employed is small.

In four of the top ten industries, female employment exceeded 37 percent, their SMSA participation rate. Their highest representation, 78 percent, was in Medical and Other Health Services. In eight of the ten industries, females' share of office and clerical jobs exceeded 70 percent, and was more than half in the remaining two industries.

As in the large industries, minorities held disproportionately high shares of the operative, laborer and service workers jobs in the SMSA as a whole and disproportionately low shares of managerial and professional jobs. Minorities fared better in craft jobs in the top ten industries than in the SMSA as a whole.

Female participation in the SMSA was equally discouraging. In the SMSA, women held 78 percent of the office and clerical jobs, and almost half of the service jobs. They held 12 percent of the managerial positions and five percent of the skilled craft jobs.

The occupational distribution of Anglos (male and female) and minorities (male and female) were highly dissimilar. Nearly three-tenths of the Anglo males were in managerial or professional jobs and another one-fifth were craftsmen. Less than one-tenth held office and clerical jobs. Conversely, only six percent of the minority males held managerial and professional jobs and 13 percent were craftsmen. The lowest proportions of Anglo males held the lowest paying blue collar and service jobs. Only six percent were laborers and four percent were service workers. However, 22 percent of the minority men were laborers and 11 percent were service workers.

Anglo females were concentrated in office and clerical jobs and to a lesser degree in sales and operatives jobs. Almost three-fourths of these women held such jobs while only 11 percent held managerial and professional jobs. The lowest proportion of Anglo women were in skilled craft jobs. Minority females were concentrated in clerical, operative, laborer and service jobs; over 84 percent were in these occupational categories. The lowest proportion of minority women were in managerial positions (1.4 percent).

The changes in employment patterns of minorities and women since 1970 have been varied. Between 1970 and 1972, total reported employment in the SMSA dropped by three percent, the decline occurring between 1970 and 1971, leveling off between 1971 and 1972. Total minority employment increased between 1971 and 1972. However, black employment declined each year after 1970. Female employment increased between 1971 and 1972 but did not reach the 1970 level overall.

White collar employment increased in all categories except clerical between 1970 and 1972, while there was a marked decline in each blue collar occupational group. The number of service jobs increased by ten percent.

In 1972, employment levels of blacks were lower than they were in 1970 in each occupational category except officials and managers. In addition, blacks were less concentrated in laboring jobs. Spanish Surnamed Americans experienced net increased in every job category during this period except operatives where total employment in the category declined ten percent. However, Spanish Surnamed Americans continued to be concentrated in the blue collar occupations.

Female employment increased significantly in all white collar occupations except office and clerical between 1970 and 1972, although women occupied a greater percentage of the clerical positions in 1972. In 1972, the employment of women was below their 1970 level in each blue collar occupational group. The sharp rise in service workers was also experienced by women.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE CHICAGO, ILL., SMSA – 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	100.0
White Collar	51.8	15.7	71.4	43.2
Officials and Managers	17.2	2.9	3.9	1.4
Professionals	11.1	2.8	6.5	4.5
Technicians	5.7	2.5	2.8	3.0
Sales Workers	10.4	2.9	15.1	5.1
Office and Clerical	7.4	4.5	43.3	29.2
Blue Collar	43.8	72.9	21.0	42.6
Craftsmen	18.7	12.5	1.3	2.0
Operatives	18.8	38.7	13.4	22.4
Laborers	6.3	21.7	6.3	18.3
Service Workers	4.3	11.4	7.6	14.2

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF BLACK EMPLOYEES, 1970, 1971, AND 1972

CHICAGO, ILLINOIS	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	1,503,667	1,454,838	1,457,701	15.9	15.1	14.9	100.0	100.0	100.0
WHITE COLLAR	756,474	752,784	756,742	8.1	7.7	7.7	25.7	26.5	26.9
OFFICIALS AND MANAGERS.	138,531	146,004	147,464	3.1	3.3	3.5	1.8	2.2	2.4
PROFESSIONALS	115,943	115,934	117,831	3.2	3.3	3.4	1.5	1.8	1.8
TECHNICIANS	59,715	60,271	61,084	9.3	8.7	8.9	2.3	2.4	2.5
SALES WORKERS	144,758	141,122	150,204	7.4	5.8	6.0	4.5	3.8	4.2
OFFICE AND CLERICAL WORKERS . .	297,527	289,453	280,159	12.5	12.4	12.3	15.6	16.4	16.0
BLUE COLLAR	653,792	611,077	598,118	22.5	21.5	21.4	61.4	59.8	59.0
CRAFTSMEN	179,258	165,796	167,186	10.3	9.7	10.5	7.7	7.4	8.1
OPERATIVES	327,193	303,332	294,126	24.3	23.9	23.8	33.3	33.1	32.4
LABORERS	147,341	141,949	136,806	33.3	29.9	29.2	20.5	19.3	18.5
SERVICE WORKERS	93,401	90,977	102,841	32.8	33.0	29.7	12.8	13.7	14.1

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF FEMALE EMPLOYEES, 1970, 1971, AND 1972

CHICAGO, ILLINOIS	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	1,503,667	1,454,838	1,457,701	36.7	36.4	37.3	100.0	100.0	100.0
WHITE COLLAR	756,474	752,784	756,742	46.1	46.0	46.7	63.2	65.4	65.1
OFFICIALS AND MANAGERS.	138,531	146,004	147,464	10.4	10.9	12.2	2.6	3.0	3.3
PROFESSIONALS	115,943	115,934	117,831	25.1	26.0	27.7	5.2	5.7	6.0
TECHNICIANS	59,715	60,271	61,084	24.5	25.5	25.2	2.7	2.9	2.8
SALES WORKERS	144,758	141,122	150,204	43.2	42.5	46.4	11.3	11.3	12.8
OFFICE AND CLERICAL WORKERS . .	297,527	289,453	280,159	76.7	77.6	77.8	41.4	42.4	40.1
BLUE COLLAR	653,792	611,077	598,118	24.2	23.1	23.5	28.6	26.6	25.9
CRAFTSMEN	179,258	165,796	167,186	5.0	4.5	4.8	1.6	1.4	1.5
OPERATIVES	327,193	303,332	294,126	30.3	27.8	28.4	18.0	15.9	15.4
LABORERS	147,341	141,949	136,806	33.9	34.7	35.7	9.1	9.3	9.0
SERVICE WORKERS	93,401	90,977	102,841	48.1	46.8	47.9	8.1	8.0	9.1

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
SPANISH SURNAMED EMPLOYEES, 1970, 1971, AND 1972

CHICAGO, ILLINOIS				PARTICIPATION RATES			OCCUPATIONAL DISTRIBUTION		
	1970	1971	1972	1970	1971	1972	1970	1971	1972
TOTAL EMPLOYEES	1,503,667	1,454,838	1,457,701	5.4	5.5	5.7	100.0	100.0	100.0
WHITE COLLAR	756,474	752,784	756,742	1.6	1.6	1.7	14.7	15.0	15.4
OFFICIALS AND MANAGERS.	133,531	146,004	147,464	0.8	0.8	0.9	1.4	1.4	1.6
PROFESSIONALS	115,543	115,934	117,831	1.1	1.1	1.2	1.6	1.6	1.7
TECHNICIANS	59,715	60,271	61,084	2.5	2.3	2.5	1.8	1.8	1.8
SALES WORKERS	144,758	141,122	150,206	1.3	1.3	1.3	2.4	2.2	2.4
OFFICE AND CLERICAL WORKERS . .	297,927	289,453	280,159	2.0	2.2	2.4	7.6	8.1	7.9
BLUE COLLAR	653,792	611,077	598,118	9.5	10.0	10.5	77.5	76.7	75.2
CRAFTSMEN	179,258	165,796	167,186	4.2	4.3	5.0	9.3	8.9	9.9
OPERATIVES	327,193	303,332	294,126	9.6	10.3	10.5	39.1	39.0	36.9
LABORERS	147,341	141,949	136,806	15.9	16.2	17.3	29.1	28.7	28.3
SERVICE WORKERS	93,401	90,977	102,841	6.7	7.3	7.7	7.8	8.3	9.4

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE CHICAGO, ILLINOIS, SMSA

ELECTRICAL EQUIPMENT +SUPPLIES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS: TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS: TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	122,933	47,714	11,005	8,539	7,375	4,714	16,081	73,140	13,967	47,498	11,675	2,079
% WHO WERE:												
FEMALE	40.2	29.9	5.1	4.2	8.7	25.2	71.7	47.4	8.1	56.0	59.4	23.3
BLACK	11.7	3.5	1.9	1.2	4.2	1.1	6.2	16.9	7.6	18.3	22.2	19.6
SSA	8.4	1.6	1.1	.9	2.7	.4	2.1	12.6	5.7	13.6	16.9	14.3
ASIAN AMER	.7	1.0	.4	2.4	1.7	.2	.5	.5	.5	.5	.5	.2
INDIAN	.1	.1	.1		.1	.1		.1	.1	.1		.3

RETAIL GENERAL MERCHANDISE

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS: TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS: TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	114,327	80,937	11,393	1,431	1,528	41,085	25,500	20,655	4,135	8,242	8,278	12,735
% WHO WERE:												
FEMALE	65.9	75.0	30.6	32.4	31.4	82.3	88.1	37.7	28.5	42.8	37.2	53.5
BLACK	15.9	11.6	4.9	4.3	10.7	5.9	24.4	29.9	20.8	25.6	36.5	21.7
SSA	2.8	1.7	.8	1.1	2.9	1.4	2.4	4.4	4.8	3.4	5.1	7.7
ASIAN AMER	.6	.5	.4	1.1	.8	.4	.8	.6	1.0	.6	.5	1.1
INDIAN	.3	.3	.5	.1	.2	.4	.3	.2	.2	.3	.1	.2

MACHINERY, EXC. ELECTRICAL

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS: TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS: TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	81,242	28,894	7,764	4,172	4,445	2,670	9,843	50,966	16,746	24,173	10,047	1,382
% WHO WERE:												
FEMALE	22.3	26.2	2.6	4.9	4.3	2.7	70.3	20.2	1.2	22.0	47.7	15.5
BLACK	8.9	1.9	.9	.8	2.4	.3	3.4	12.7	6.3	13.8	20.6	16.4
SSA	7.3	1.3	.7	.9	1.6	.7	2.1	10.6	4.6	10.6	20.6	9.4
ASIAN AMER	.6	.8	.3	2.2	1.2	.2	.7	.5	.5	.5	.4	.4
INDIAN	.1	.1	.2	.1	.1		.1	.1	.1	.2	.1	

MEDICAL+OTHER HEALTH SERVICES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS: TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS: TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	78,296	47,747	4,677	20,778	9,213	580	12,499	4,961	1,372	2,419	1,170	25,588
% WHO WERE:												
FEMALE	77.6	81.8	56.9	84.2	78.7	17.4	92.3	42.2	9.9	58.0	47.3	74.7
BLACK	18.6	10.4	8.3	5.2	19.4	5.0	13.5	28.3	13.0	29.1	44.6	32.1
SSA	4.7	2.7	1.5	2.3	3.7	1.2	3.2	10.5	4.2	12.4	14.0	7.2
ASIAN AMER	5.9	8.4	3.0	14.2	6.8		2.1	3.5	2.8	4.0	3.3	1.9
INDIAN	.1	.1	.1		.2		.1	.1	.1	.1	.1	.2

WHOLESALE TRADE DURABLES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS: TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS: TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	[illegible],256	46,074	8,994	2,987	3,731	12,149	18,213	22,261	5,832	9,147	7,282	921
% WHO WERE:												
FEMALE	25.5	31.8	4.4	8.2	5.8	3.9	73.1	12.8	2.3	14.0	19.8	20.1
BLACK	9.3	4.3	2.4	2.6	3.7	3.5	6.3	19.0	10.3	23.0	20.9	24.6
SSA	9.1	1.3	.5	.7	2.2	.4	2.3	12.8	8.4	11.2	18.2	8.0
ASIAN AMER	1.0	1.1	.8	1.6	2.0	.5	1.4	.7	.4	.8	.8	.8
INDIAN	.2	.1	.2	.1	.1	.1	.1	.2	.1	.2	.4	.4

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE CHICAGO, ILLINOIS, SMSA (Cont.)

FOOD AND KINDRED PRODUCTS

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	69,189	26,696	7,402	2,629	1,209	8,743	6,713	39,990	7,684	17,079	15,227	2,503
% WHO WERE:												
FEMALE	33.7	37.3	8.7	10.1	26.3	38.3	80.2	32.0	5.0	33.4	44.2	21.1
BLACK	22.0	6.1	4.8	2.6	9.6	6.7	7.5	31.9	17.9	34.6	36.0	34.0
SSA	9.1	1.6	1.3	1.3	3.0	1.2	2.4	13.8	8.0	11.1	19.8	13.6
ASIAN AMER	.6	.9	.4	2.7	3.3	.2	1.1	.5	.4	.4	.7	.2
INDIAN	.1	.1	.1	.2		.3	.1	.1	.1	.1	.1	.1

MISCELLANEOUS BUSINESS SERVICE

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	61,513	41,285	5,312	9,145	4,553	9,503	12,772	8,551	2,138	2,342	4,071	11,677
% WHO WERE:												
FEMALE	38.2	45.5	10.3	12.2	9.8	59.7	86.2	21.1	4.7	33.9	22.4	24.9
BLACK	14.3	7.5	3.4	2.4	6.0	5.6	14.8	25.4	6.9	19.6	30.4	30.2
SSA	3.4	1.8	.5	.7	1.7	2.8	2.4	9.2	1.7	5.0	15.6	5.1
ASIAN AMER	1.1	1.3	.9	2.3	.6	.9	1.2	.9	.3	.7	1.4	.4
INDIAN	.3	.1	.2		.1	.1	.1	1.3	.1	.2	2.5	.1

TRANSPORTATION EQUIPMENT

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	53,936	15,942	5,782	2,517	1,166	491	5,986	36,792	8,802	24,945	3,045	1,202
% WHO WERE:												
FEMALE	12.2	20.7	1.5	3.0	5.6	1.4	51.2	8.6	.6	9.5	24.2	9.8
BLACK	18.5	3.6	2.4	1.7	2.7	1.0	5.8	24.5	10.1	29.0	29.5	31.8
SSA	7.6	1.2	.8	.6	1.7	.2	1.7	10.4	6.0	10.6	21.7	8.4
ASIAN AMER	.3	.6	.2	1.9	2.1		.3	.2	.1	.2	.5	.2
INDIAN	.1				.2			.1	.1	.1		.1

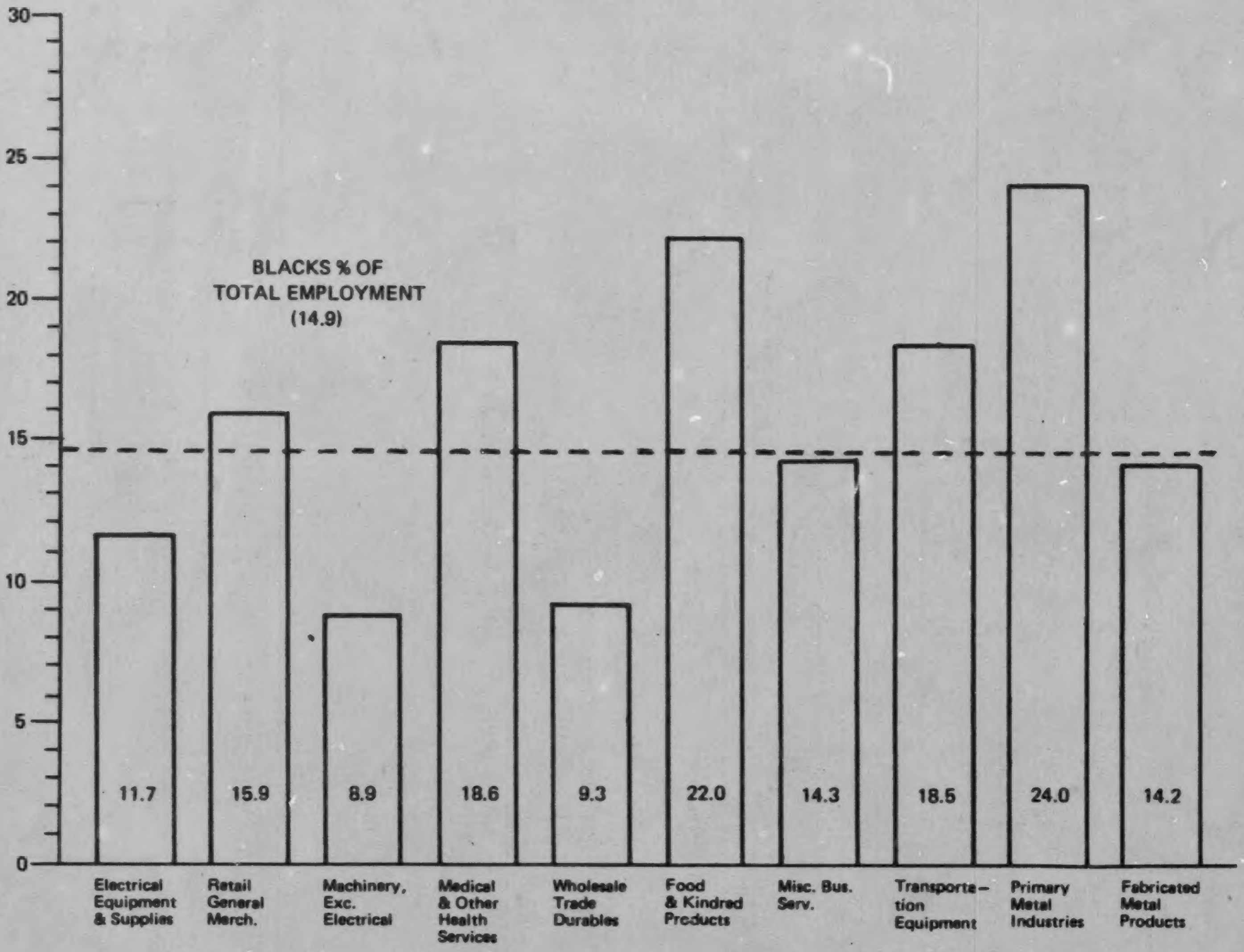
PRIMARY METAL INDUSTRIES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	53,015	13,898	5,553	1,484	1,519	843	4,499	38,182	10,582	20,645	6,955	935
% WHO WERE:												
FEMALE	11.6	22.1	.9	7.9	8.8	6.4	60.4	7.7	.7	8.7	15.5	15.7
BLACK	24.0	4.4	4.6	1.3	5.8	.7	5.3	31.0	16.2	36.4	37.4	30.4
SSA	7.9	1.3	1.2	.7	1.8	.7	1.5	10.4	5.5	9.8	19.4	5.5
ASIAN AMER	.3	.5	.1	2.1	1.1	.2	.3	.2	.1	.2	.3	.1
INDIAN	.2	.1		.2		.2	.1	.2	.2	.3	.1	.2

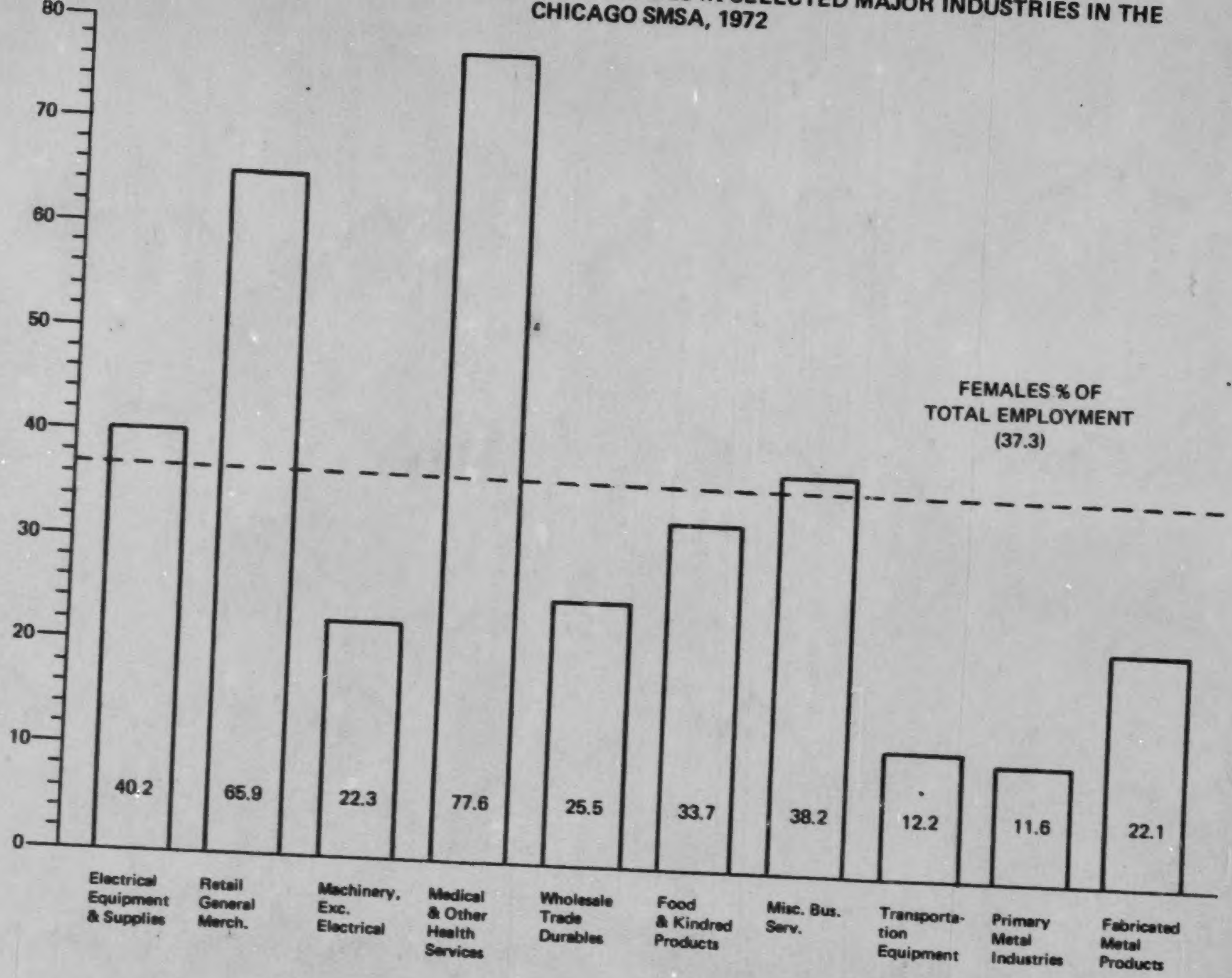
FABRICATED METAL PRODUCTS

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	51,433	14,994	4,650	2,125	1,433	1,722	5,064	35,741	10,232	18,110	7,399	698
% WHO WERE:												
FEMALE	22.1	26.8	2.5	4.1	9.6	5.8	71.0	20.2	1.9	25.7	32.1	17.6
BLACK	14.2	2.4	1.9	1.2	3.6	1.0	3.3	19.1	8.7	21.5	27.4	21.3
SSA	10.3	1.4	1.3	.8	1.9	.4	1.9	14.0	6.4	16.0	19.8	8.3
ASIAN AMER	.5	.7	.5	1.4	1.1	.2	.6	.5	.4	.4	.6	.6
INDIAN	.1	.1	.1			.1	.1	.2	.1	.2	.3	

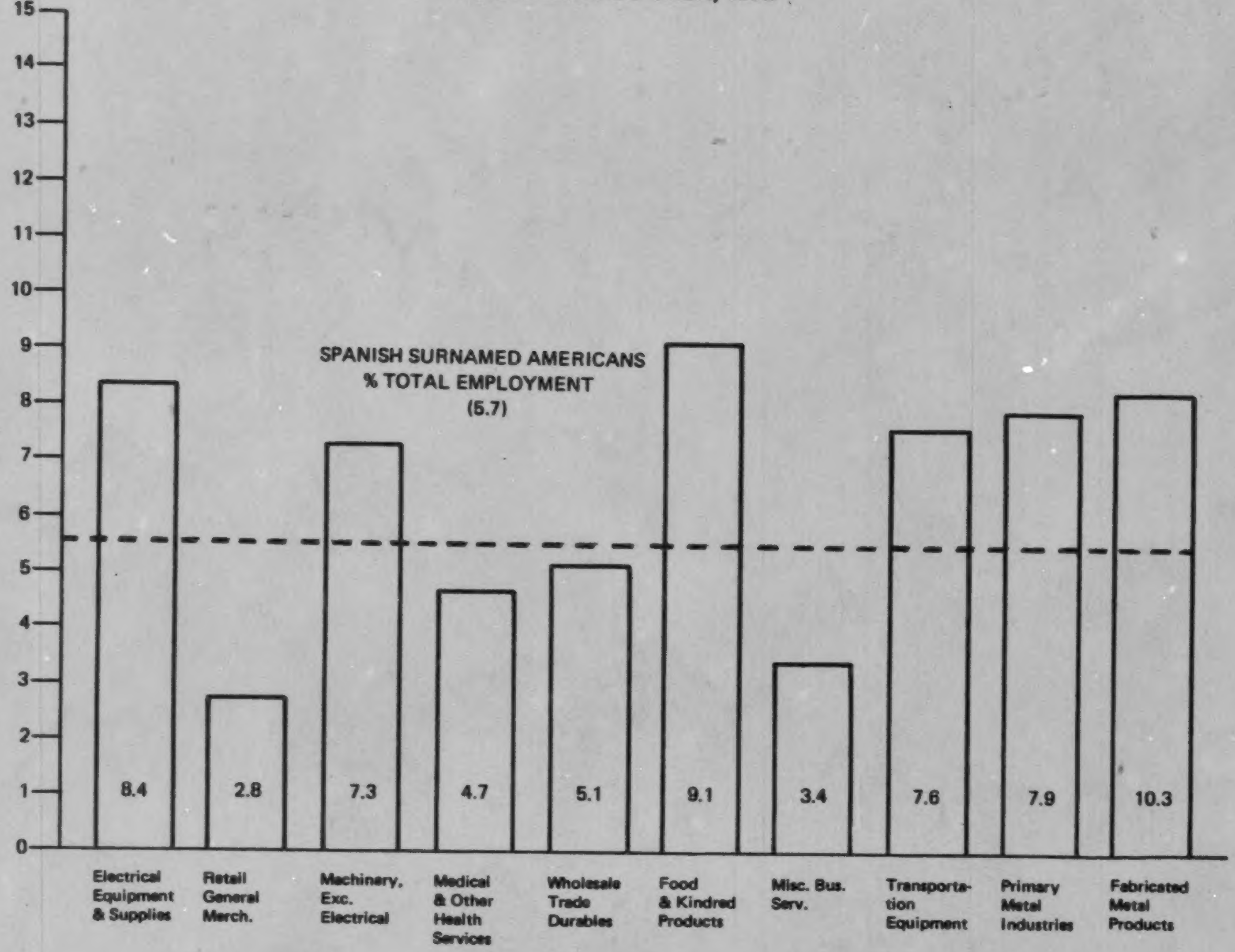
PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE CHICAGO SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE CHICAGO SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY SPANISH SURNAMED AMERICANS IN SELECTED MAJOR INDUSTRIES IN THE CHICAGO SMSA, 1972



CLEVELAND

Cleveland's metropolitan area population declined almost one percent from 1970 to 2,045 persons in 1972. More than one-half of this population was female, and about 16 percent were black.

The area's civilian labor force, 16 years and over, numbered 802,000 in 1972. About 34 percent of the SMSA labor force were females 20 years of age and over. Blacks comprised 18 percent of the SMSA labor force but 44 percent of the labor force of the central city.

Median income in 1969 for all males was $8,930 compared with $4,065 for females. Black males earned an average of $7,060, 20 percent less than the SMSA average; black females averaged only $3,744.

Males and females 25 years and older in the area had the same educational attainment, both completing 12.1 years, but females earned substantially less than males. Blacks had a lower level of completion: 10.5 years for black males and 11.0 for black females.

The disparity between the educational attainment of blacks and that of total population provides some explanation for the decidedly poorer occupational position of blacks, which is noted in the following paragraphs.

In 1972, the Equal Employment Opportunity Commission received employer reports from 1,847 establishments which employed almost 407,000 of the area's labor force. About one-half of the area's workers were in white collar jobs, and 44 percent were blue collar workers.

Black employment was 14 percent of total area employment, about the same as in 1970 and 1971. All other minority groups collectively accounted for one percent of area employment. One-third of all the Cleveland area employees were female.

Cleveland's ten largest industries employed between 12,910 and 29,4000 persons in 1972. The Medical and Other Health Services industry was the largest employer of blacks and women, absolutely as well as relatively. Females accounted for over three - fourths of this industry's work force and blacks accounted for three-tenths of the work force.

Overall, blacks' representation in the top ten industries ranged from almost seven percent in the Machinery, Except Electrical industry to 30 percent in Medical and Other Health Services. In only four of the ten largest industries did black participation exceed 14 percent, their share of the SMSA reported employment. Similarly, in only three industries did females employment exceed 30 percent. Their share of employment in each of the top ten industries ranged from eight percnet in Primary Metals to 78 percent in Medical and Other Health.

Differences in educational attainment of blacks and the population as a whole are reflected to some degree in occupational employment patterns. Each of the top ten industries showed blacks holding disproportionately high shares of labor and service jobs, and in all but one of the top ten industires blacks were over-represented in operative jobs. Moreover, in only two industries did black participation in skilled craft jobs approach or exceed their overall area participation rate. One-fifth of the craftsmen in Medical and Other Services and nearly 12 percent of those in the Primary Metals Industry were black. Blacks were virtually excluded from the highest level jobs (managerial and professional) in all but one industry, Medical and Other Health, and females were virtually excluded in all but two industries, Medical and Other Health and Retail General Merchandise. In addition, females were overwhelmingly concentrated in clerical jobs in each industry without exception, holding at least half of such jobs and up to 93 percent in the above two industries.

The generalizations made about the occupational patterns of blacks and females in the top ten industries can also be made about the SMSA as a whole. Reported employment in 1972 showed an over-representation of blacks in operative, laborer and service jobs. Women were over-employed in clerical, service and sales jobs.

An examination of occupational distribution of Anglo males and females and minority males and females reveals marked contrasts. In this area, where almost half of the jobs reported were white collar, only 15 percent of the minority males held white collar jobs. Only six percent of the minority males held managerial and professional jobs but one-fourth of the Anglo males were so classified. Moreover, about one-fifth of the Anglo males were craftsmen but only 11 percent of minority males, however, held skilled craft jobs while over two-fifths were operatives and another three-tenths were laborers and service workers. Only one tenth of the Anglo males held laborer or service jobs.

Differences between the occupational distributions of Anglo females and minority females were not of the same magnitude as those between Anglo males and minority males. Eleven percent of the Anglo females were in managerial and professional jobs while about five percent of the minority females held such jobs. Two fifths of the Anglo females and one-fourth of the minority females held clerical jobs, and while nearly three-tenths of the minority females held service jobs, only one-tenth of the Anglo females held such jobs. The lowest proportions of both Anglo and minority females were in managerial and craft jobs, both male-dominated occupational categories. Although one-fourth of all employees were in these job categories, only six percent of women, collectively, were so classified.

Changes in employment patterns since 1970 have generally been positive. Between 1970 and 1972, total reported employment in the SMSA declined by nearly seven percent. Minority and female employment also declined although the percentage of females employed increased. Although there was an overall employment decline, there was increases in employment in three job categories: managerial, professional and technical. The number of minorities and women in these three categories also increased.

Blue collar employment declined significantly. This decline was experienced by all workers. Employment in service jobs increased slightly in the SMSA. However, female employment in these jobs increased four percent between 1970 and 1972. The occupational distribution of both minorities and females did suggest changes in job concentrations; i.e. greater percentages of minorities and females in professional and technical jobs and smaller percentages of minorities in operative and laborer jobs and clerical jobs among women.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE CLEVELAND, OHIO SMSA – 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	100.0
White Collar	44.4	15.4	71.0	44.7
Officials and Managers	15.1	2.8	3.6	1.6
Professionals	9.8	3.1	7.8	3.2
Technicians	5.0	2.3	3.9	8.2
Sales Workers	8.5	2.9	13.9	5.9
Office and Clerical	6.0	4.3	41.8	25.8
Blue Collar	51.8	71.7	20.1	28.1
Craftsmen	21.1	11.2	2.0	3.0
Operatives	24.3	43.3	12.4	14.7
Laborers	6.4	17.2	5.7	10.5
Service Workers	3.8	12.9	8.9	27.2

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
BLACK EMPLOYEES, 1970, 1971, AND 1972

CLEVELAND, OHIO	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	434,736	425,224	406,664	14.2	13.4	13.8	100.0	100.0	100.0
WHITE COLLAR	203,481	211,202	199,573	6.5	6.9	7.2	21.5	25.5	25.5
OFFICIALS AND MANAGERS.	39,061	41,990	40,785	2.6	2.7	3.1	1.6	2.0	2.2
PROFESSIONALS	32,714	34,018	33,665	3.5	3.1	3.2	1.9	1.9	1.9
TECHNICIANS	18,227	18,815	18,960	9.1	11.8	13.4	2.7	3.9	4.5
SALES WORKERS	38,393	45,131	37,522	5.7	5.7	6.1	3.6	4.5	4.1
OFFICE AND CLERICAL WORKERS . .	75,286	71,688	68,241	9.7	10.5	10.5	11.8	13.3	12.7
BLUE COLLAR	201,260	183,760	177,151	18.5	17.2	17.5	60.1	55.5	55.1
CRAFTSMEN	64,399	60,074	56,502	8.0	7.4	7.8	8.4	7.8	7.8
OPERATIVES	105,266	94,447	90,318	21.3	20.2	20.4	36.3	33.5	32.8
LABORERS	31,635	29,239	30,331	29.7	27.7	28.9	15.2	14.2	14.5
SERVICE WORKERS	29,795	30,262	29,948	38.3	35.6	36.3	18.4	18.9	19.3

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
FEMALE EMPLOYEES, 1970, 1971, AND 1972

CLEVELAND, OHIO	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	434,736	425,224	406,664	31.5	32.9	33.2	100.0	100.0	100.0
WHITE COLLAR	203,481	211,202	199,573	44.4	44.8	44.9	66.0	67.6	66.5
OFFICIALS AND MANAGERS.	39,061	41,990	40,785	9.7	10.1	10.8	2.8	3.0	3.3
PROFESSIONALS	32,714	34,018	33,665	26.9	26.7	27.9	6.4	6.5	7.0
TECHNICIANS	18,227	18,815	18,960	26.9	30.9	33.1	3.6	4.2	4.7
SALES WORKERS	38,393	45,131	37,522	41.2	45.4	44.5	11.5	14.6	12.5
OFFICE AND CLERICAL WORKERS . .	75,286	71,688	68,241	75.9	76.9	77.1	41.1	39.4	39.0
BLUE COLLAR	201,260	183,760	177,151	15.4	15.8	16.3	22.6	20.8	21.4
CRAFTSMEN	64,399	60,074	56,502	6.0	5.5	5.2	2.8	2.4	2.2
OPERATIVES	105,266	94,447	90,318	17.6	19.5	19.1	13.5	13.1	12.8
LABORERS	31,635	29,239	30,331	26.8	25.4	29.0	6.2	5.3	6.5
SERVICE WORKERS	29,795	30,262	29,946	52.7	53.6	54.5	11.5	11.6	12.1

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE CLEVELAND, OHIO, SMSA

TRANSPORTATION EQUIPMENT

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	29,400	7,904	2,724	1,558	919	174	2,529	20,632	6,241	13,695	736	864
% WHO WERE:												
FEMALE	11.9	20.6	1.0	4.4	5.8		58.4	8.7	.6	12.9	2.4	6.5
BLACK	13.2	3.5	1.8	1.0	3.5	.6	7.1	16.1	4.6	20.6	30.2	32.3
SSA	.3	.1		.1	.2		.2	.4	.1	.5	.8	.1
ASIAN AMER	.1	.2		.5	.4		.2			.1		
INDIAN				.1						.1		

PRIMARY METAL INDUSTRIES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	29,075	7,961	2,041	1,182	862	270	2,786	20,646	5,831	11,379	3,436	488
% WHO WERE:												
FEMALE	7.7	19.9	.9	7.4	8.7	5.9	49.3	3.0	1.0	3.9	3.5	9.8
BLACK	23.4	3.8	3.2	1.7	3.5	.4	5.6	31.0	11.6	34.9	50.6	25.6
SSA	.9	.1	.1		.2		.2	1.2	.4	1.1	2.9	1.0
ASIAN AMER		.1		.3					.1		.1	.2
INDIAN					.1							

MEDICAL+OTHER HEALTH SERVICES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	28,778	18,718	1,300	7,366	5,137	208	4,707	1,807	403	688	716	8,293
% WHO WERE:												
FEMALE	78.1	81.9	55.9	77.6	85.6	55.8	92.9	42.6	11.4	49.1	57.8	77.3
BLACK	30.0	17.5	9.0	5.0	34.3	12.5	21.5	44.9	20.3	44.9	58.7	54.9
SSA	.8	.9	.4	1.4	.8		.5	1.1	.5	1.6	.8	.5
ASIAN AMER	1.6	2.3	.4	4.4	.9		1.2	.3	.7	.3		.2
INDIAN	.1	.1	.1	.1	.1			.1		.1		.1

MACHINERY, EXC. ELECTRICAL

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	27,329	10,842	2,830	1,625	1,739	813	3,835	16,114	7,171	7,423	1,520	373
% WHO WERE:												
FEMALE	15.4	25.6	1.9	3.0	4.5	2.5	67.1	8.5	2.7	11.4	21.2	18.2
BLACK	6.8	2.4	.8	.9	2.6	.6	4.4	9.5	4.8	11.7	20.9	18.5
SSA	.5	.3	.1	.3	.3	.4	.4	.7	.6	.8	1.3	.3
ASIAN AMER	.3	.4	.2	1.5	.3		.2	.2	.2	.2	.2	
INDIAN	.1	.1			.2	.1	.1	.1	.1	.1	.2	.3

ELECTRICAL EQUIPMENT +SUPPLIES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	26,133	7,449	2,336	1,335	1,032	611	2,135	18,012	4,782	10,615	2,615	672
% WHO WERE:												
FEMALE	21.2	22.1	1.8	3.4	8.1	24.9	62.0	21.1	3.8	21.4	51.7	12.1
BLACK	14.6	3.5	2.3	1.5	3.9	1.3	6.4	18.6	5.1	22.6	27.5	30.8
SSA	1.8	.4	.2	.6	.6		.7	2.4	.6	3.2	2.0	2.6
ASIAN AMER	.1	.2		.6	.3	.2	.2	.1		.1	.2	.1
INDIAN	.1	.2	.2	.1	.1	.2	.3	.1	.1	.1	.1	

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES
IN THE CLEVELAND, OHIO, SMSA (Cont.)

RETAIL GENERAL MERCHANDISE

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	25,949	19,439	2,854	184	133	12,248	4,000	2,938	805	1,020	1,113	3,172
% WHO WERE:												
FEMALE	69.9	77.4	39.7	58.7	32.3	81.9	92.9	29.3	8.0	36.7	38.0	61.8
BLACK	8.6	6.8	3.2	2.7	4.5	7.3	8.3	9.4	6.0	6.8	14.4	18.6
SSA	.2	.2	.1	1.1	.8	.2	.2	.4	.6	.5	.2	.4
ASIAN AMER	.1	.1			.8	.1	.2	.1	.1	.2	.1	.3
INDIAN												

MISCELLANEOUS BUSINESS SERVICE

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	20,555	9,190	1,642	2,476	1,507	594	2,891	7,629	2,278	3,596	1,795	3,736
% WHO WERE:												
FEMALE	35.6	32.6	4.9	5.6	12.1	11.3	87.0	37.5	3.0	65.5	24.7	39.1
BLACK	17.7	5.3	2.9	2.2	6.0	2.7	9.6	25.0	8.5	24.0	48.9	33.4
SSA	.8	.3	.2	.4	.2	.2	.4	.8	.6	.5	1.0	1.6
ASIAN AMER	.3	.4	.2	.9	.2		.4	.1	.1	.1	.3	.1
INDIAN	.1				.1			.3	.1	.3	.9	

FABRICATED METAL PRODUCTS

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	20,240	6,256	2,052	923	548	589	2,144	13,738	4,396	7,369	1,973	246
% WHO WERE:												
FEMALE	17.7	26.4	2.1	3.4	9.9	3.2	70.2	13.8	2.3	16.6	28.7	14.6
BLACK	12.7	3.4	2.1	.9	4.0	.2	6.3	16.7	7.0	21.5	20.7	23.2
SSA	1.6	.3	.3	.2	.5		.4	2.2	1.0	1.7	6.6	.4
ASIAN AMER	.2	.3		.7	1.3	.2	.1	.1	.1	.2	.1	
INDIAN	.1	.1	.1				.1	.1	.1	.1	.3	

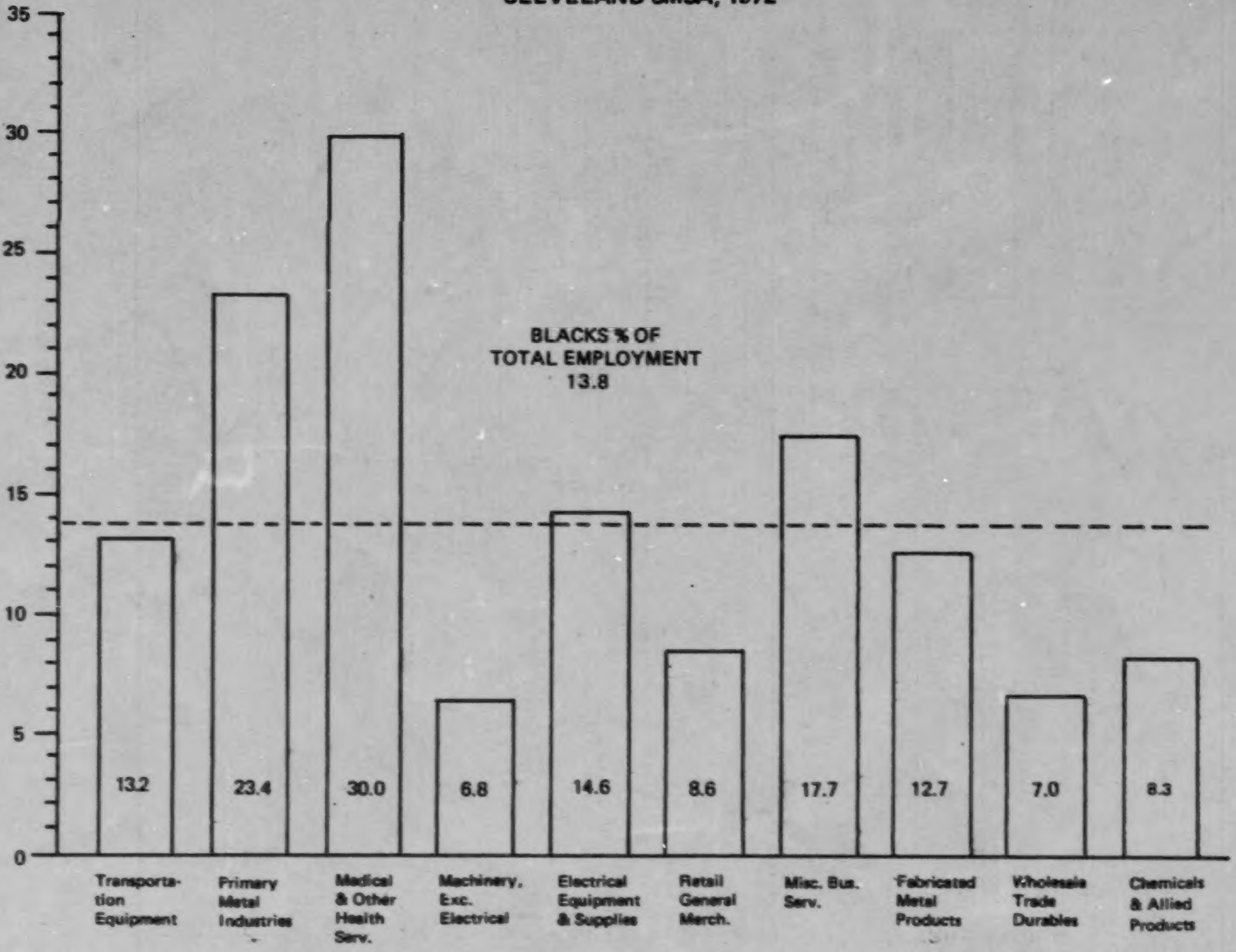
WHOLESALE TRADE DURABLES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	19,922	12,797	2,467	1,203	940	3,691	4,496	6,807	1,754	3,543	1,510	318
% WHO WERE:												
FEMALE	25.0	30.9	4.6	4.4	3.5	14.4	71.7	14.3	4.8	13.8	26.3	19.8
BLACK	7.0	3.8	1.9	1.8	5.1	3.8	5.2	12.0	6.4	12.2	17.7	28.0
SSA	.2	.1		.4		.1	.2	.4	.2	.4	.5	.3
ASIAN AMER	.2	.2		.9	.2	.1	.1	.1	.1	.2	.1	.6
INDIAN	.1		.1		.1			.1	.2	.1	.1	

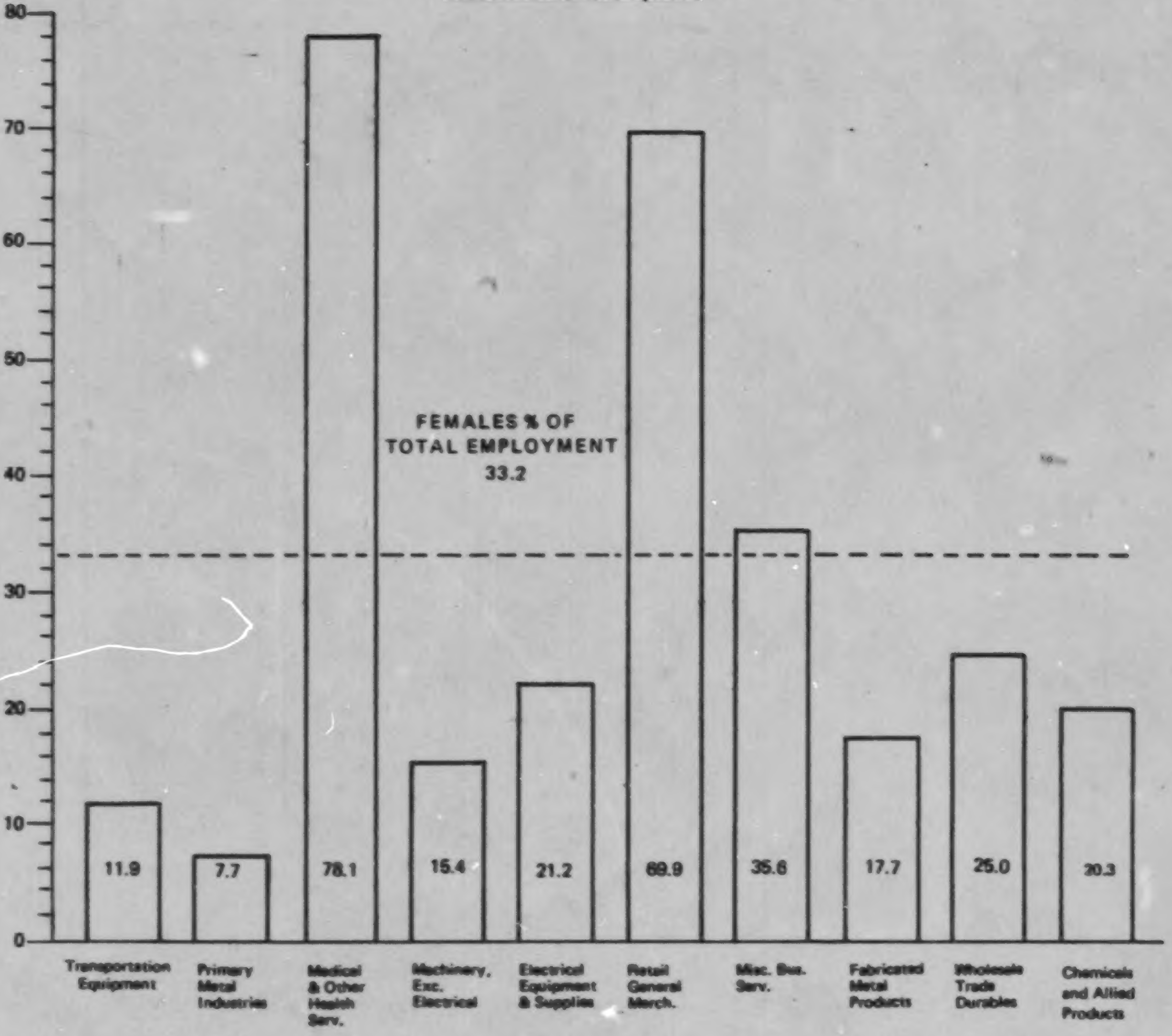
CHEMICALS AND ALLIED PRODUCTS

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	12,910	7,317	2,057	1,343	734	970	2,213	5,296	1,793	2,287	1,216	297
% WHO WERE:												
FEMALE	20.3	28.7	1.9	7.5	9.5	2.5	84.2	8.9	.5	5.6	27.5	17.4
BLACK	8.3	3.7	1.5	2.1	6.8	.9	7.2	13.9	7.3	16.3	19.0	21.5
SSA	.6	.4	.4	.4	.5	.2	.5	.8	.2	.8	1.7	.3
ASIAN AMER	.4	.6	.2	1.9	.7		.3	.1	.1	.2	.1	
INDIAN	.1	.1			.1	.1	.1	.1			.2	

PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE CLEVELAND SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE CLEVELAND SMSA, 1972



DALLAS

The 1972 population of the Dallas SMSA was 2.4 million. The black population was about 16 percent of the total population; the population of Spanish Surnamed American was almost seven percent.

Sixty-eight percent of the SMSA civilian population was in the labor force in 1972. About two-thirds of the black population was working or actively seeking work. These workers comprised 11 percent of the labor force. Females accounted for about 39 percent of the labor force.

Median income in the SMSA in 1969 for males was $7,717; for females, half of that. However, the median income for black males was only $4,818 and $6,051 for Spanish Surnamed American males. Minority women, particularly black and Spanish Surnamed, had very low median incomes–$2,722 and $3,269, respectively.

Educational attainment of males and females of the same race/ethnic group was not significantly different although earnings differentials may suggest otherwise. Median school years completed for all persons 25 years and older in the SMSA was 12. For blacks it was 10 with black females completing 10.6 years, half a year more than black males. For Spanish Surnamed Americans median school years completed was 9.4 for males and 9.1 for females.

The factors of income and education were reflected in the employment patterns of the minority race/ethnic groups but not on a male/female basis. With almost the same educational backgrounds within race/ethnic groups, males somehow seemed to get the better jobs and thus have higher average earnings. Minorities and women were also concentrated in industries where average earnings were low.

Employment in the ten largest industries, based on EEO-1 data, accounted for 57 percent of all reported employment. These ten industries accounted for 57 percent of the black employment, 39 percent of the Spanish Surnamed American employment and 61 percent of all female employment. Black employment in the SMSA was 13 percent of total reported employment, Spanish employment was six percent and females were 37 percent of the work force.

Among the ten largest industries, females held more than half of employment in Retail General Merchandise, Insurance Carriers, Medical and Other Health Services and Communication.

However, in spite of the larger share of jobs held by women in these industries, they were highly visible in clerical jobs. They held from 88 to 96 percent of the clerical positions in these four industries.

Blacks held more than 13 percent (exceeding their representation in the labor force) of the jobs in four industries: Medical and Other Health Services, Food and Kindred Products, Miscellaneous Business Service and Electrical Equipment and Supplies. In each of these industires, blacks' share of operative, laborer and service jobs exceeded their overall participation in the industry's work force.

In only one of the largest ten industries did Spanish Surnamed Americans' share of jobs exceed their representation in the SMSA reported work force. Spanish Surnamed Americans held one-tenth of the jobs in the Food and Kindred Products industry; their occupational pattern in that industry was slightly better than in most of the other nine industries. Spanish Surnamed Americans had greater penetration in the managerial and skilled craft occupations there than in other industries.

Employment patterns of minorities and females were similar to those in the ten largest industries. The SMSA work force was predominantly white collar. Fifty-seven percent of the workers were employed in white collar jobs, 37 percent were blue collar workers and the remaining six percent were service wotkers. The occupational patterns within the SMSA between the sexes both collectively and by race/ethnic group differed significantly. The female work force was characteristically more white collar and the Anglo female work force was even more white collar. Proportionately, more Anglo females were in each of the white collar occupational groups than minority females with one exception: one-fourth of the Asian American females were professionals compared with five percent of the Anglo females. Parity almost existed in the proportion of minority and Anglo female technicians. Black and Spanish Surnamed American females were much more likely to be operatives than were other minority groups.

The occupational patterns of blacks and Spanish were similar with Spanish Surnamed Americans having the edge in their penetration of the white collar job market, except clerical, and the skilled craft jobs. Blacks were heavily concentrated in blue collar occupations particularly operatives and laborers. Almost 60 percent were blue collar workers; half of all blacks were in the latter two job categories. Although one-fifth of all blacks held white collar jobs, only 15 percent of the black males were so classified compared with 61 percent of the Anglo males.

Spanish Surnamed Americans also comprised a predominantly blue collar work force. About two-thirds were blue collar workers, 55 percent were classified as operatives and laborers. With respect to the white collar occupations, almost half of the Spanish Surnamed white collar workers were in clerical occupations. Nine percent of the Spanish workers were service workers.

Positive change in occupational patterns has occurred since 1970. Total Reported employment in the Dallas SMSA increased ten percent between 1970 and 1972. Minority employment grew more rapidly at a rate of 14 percent. Female employment increased by nine percent. Employment in each of the occupational groups increased during this period, the greatest relative increase occurring in the service jobs. There was a decided shift in the concentration of blacks from operative, laborer and service jobs to skilled craft jobs in addition to each of the white collar occupations.

Although the concentration of Spanish workers also shifted generally to white collar jobs, except clerical, and away from operative and laborer jobs, the greatest movement was to a greater concentration in skilled craft jobs.

Changes in female employment were rather varied. Although white collar concentration, overall, did not change, there were proportionately fewer women in clerical and sales jobs in 1972 than in 1970. The changes in occupational position of minority females were substantial. White collar concentration went from 21 percent to 32 percent. The change was mostly in clerical occupations. The percent of minority female laborers dropped from 19 percent to eight percent.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE DALLAS, TEXAS, SMSA – 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	100.0
White Collar	61.0	17.7	73.0	31.9
Officials and Managers	18.5	3.3	3.4	.9
Professionals	15.0	2.4	5.1	1.7
Technicians	8.4	2.9	4.5	4.0
Sales Workers	12.7	4.5	10.5	4.1
Office and Clerical	6.4	4.6	49.5	21.2
Blue Collar	36.1	67.2	22.0	49.0
Craftsmen	15.5	13.3	2.2	2.9
Operatives	15.5	30.7	17.3	37.8
Laborers	5.1	23.3	2.5	8.3
Service Workers	2.9	15.1	5.0	19.1

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
FEMALE EMPLOYEES, 1970, 1971, AND 1972

DALLAS, TEXAS	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	319,269	290,420	352,667	37.2	35.8	36.7	100.0	100.0	100.0
WHITE COLLAR	181,651	167,925	201,879	42.3	43.1	41.2	64.6	69.6	64.3
OFFICIALS AND MANAGERS.	30,644	30,430	38,873	9.0	9.9	9.7	2.3	2.9	2.9
PROFESSIONALS	33,265	29,477	34,102	14.3	16.0	16.6	4.0	4.5	4.4
TECHNICIANS	17,450	13,713	22,136	20.5	22.6	25.8	3.0	3.0	4.4
SALES WORKERS	32,621	30,995	36,890	36.2	37.0	32.0	9.9	11.0	9.1
OFFICE AND CLERICAL WORKERS . .	67,671	63,310	69,878	75.6	79.0	80.6	45.3	48.1	43.5
BLUE COLLAR	119,077	104,336	129,045	27.7	22.2	27.9	27.7	22.3	27.8
CRAFTSMEN	32,165	31,868	36,627	7.6	9.1	8.2	2.0	2.8	2.3
OPERATIVES	64,437	51,389	68,883	39.5	30.7	40.9	21.4	15.2	21.7
LABORERS	22,475	21,079	23,535	22.7	21.2	20.3	4.3	4.3	3.7
SERVICE WORKERS	18,541	18,159	21,743	48.2	46.6	47.6	7.7	8.1	8.0

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
BLACK EMPLOYEES, 1970, 1971, AND 1972

DALLAS, TEXAS	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	319,269	290,420	352,667	12.9	11.9	12.7	100.0	100.0	100.0
WHITE COLLAR	181,651	167,925	201,879	4.1	4.3	4.7	17.9	20.8	21.3
OFFICIALS AND MANAGERS.	30,644	30,430	38,873	1.6	1.7	2.0	1.2	1.5	1.7
PROFESSIONALS	33,265	29,477	34,102	1.2	0.9	1.4	1.0	0.8	1.1
TECHNICIANS	17,450	13,713	22,136	5.2	6.5	7.0	2.2	2.6	3.4
SALES WORKERS	32,621	30,995	36,890	4.0	4.2	4.6	3.1	3.8	3.8
OFFICE AND CLERICAL WORKERS . .	67,671	63,310	69,878	6.3	6.6	7.2	10.3	12.1	11.3
BLUE COLLAR	119,077	104,336	129,045	20.6	17.8	20.1	59.7	53.9	58.1
CRAFTSMEN	32,165	31,868	36,627	7.7	8.2	8.9	6.0	7.5	7.3
OPERATIVES	64,437	51,389	68,883	22.4	18.5	22.7	35.1	27.6	34.9
LABORERS	22,475	21,079	23,535	34.1	30.7	30.1	18.6	18.7	15.8
SERVICE WORKERS	18,541	18,159	21,743	40.8	48.1	42.5	22.4	25.3	20.6

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTION OF SPANISH SURNAMED EMPLOYEES, 1970, 1971, AND 1972

DALLAS, TEXAS	1970	1971	1972	PARTICIPATION RATES 1970	PARTICIPATION RATES 1971	PARTICIPATION RATES 1972	OCCUPATIONAL DISTRIBUTION 1970	OCCUPATIONAL DISTRIBUTION 1971	OCCUPATIONAL DISTRIBUTION 1972
TOTAL EMPLOYEES	319,669	290,420	352,667	4.8	5.3	5.7	100.0	100.0	100.0
WHITE COLLAR	181,651	167,925	201,879	1.9	2.0	2.3	22.8	22.4	23.5
OFFICIALS AND MANAGERS.	30,644	30,430	38,873	1.2	1.3	1.5	2.3	2.5	2.9
PROFESSIONALS	33,265	29,477	34,102	1.0	1.0	1.2	2.1	2.0	2.0
TECHNICIANS	17,450	13,713	22,136	2.3	2.5	2.6	2.6	2.2	[illegible]
SALES WORKERS	32,621	30,995	36,890	2.2	2.0	2.8	4.7	4.1	5.2
OFFICE ANC CLERICAL WORKERS . .	67,671	63,310	69,878	2.6	2.8	3.0	11.2	11.5	10.6
BLUE COLLAR	119,077	104,336	129,045	8.8	10.0	10.5	68.0	67.7	67.1
CRAFTSMEN	32,165	31,868	36,627	4.7	6.0	6.6	9.8	12.4	12.0
OPERATIVES	64,437	51,389	68,883	8.6	9.6	9.7	35.7	32.1	33.1
LABORERS	22,475	21,079	23,535	15.4	16.9	18.8	22.4	23.1	22.0
SERVICE WORKERS	18,941	18,159	21,743	7.5	8.4	8.7	9.2	9.9	9.4

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES
IN THE DALLAS, TEXAS, SMSA

MISCELLANEOUS BUSINESS SERVICE

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	33,651	19,287	3,319	4,245	6,958	394	4,371	12,230	3,058	8,604	568	2,134
% WHO WERE:												
FEMALE	36.9	25.6	3.4	4.3	18.8	12.2	75.3	56.3	6.8	76.3	19.5	27.4
BLACK	16.6	3.6	1.2	.8	4.8	2.5	6.5	31.5	8.3	38.0	57.9	48.3
SSA	2.9	1.6	.8	.8	2.3	.3	2.0	4.8	5.9	4.1	9.2	4.6
ASIAN AMER	.3	.3	.1	.8	.1		.2	.2	.1	.3		.2
INDIAN	.5	.3	.1	.2	.3		.5	.7	.9	.6	1.2	.6

ELECTRICAL EQUIPMENT +SUPPLIES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	28,343	14,249	2,848	3,978	3,858	165	3,400	13,821	2,817	10,679	325	273
% WHO WERE:												
FEMALE	43.1	24.6	1.3	3.5	23.9	1.2	70.9	62.8	9.1	78.4	8.6	9.2
BLACK	13.3	2.4	.8	.3	4.5	.6	3.8	23.6	4.7	28.4	28.0	60.4
SSA	3.1	1.3	.5	1.0	1.7	.6	1.9	4.8	2.4	5.3	10.2	2.6
ASIAN AMER	.3	.4	.5	.8	.1	.6	.2	.2	.2	.2		
INDIAN	.5	.5	.5	.3	.5	.6	.8	.5	.4	.6	.3	

WHOLESALE TRADE DURABLES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	27,538	20,646	4,375	1,901	1,014	8,228	5,128	6,729	1,535	3,607	1,587	163
% WHO WERE:												
FEMALE	18.1	21.0	2.6	6.3	5.5	7.8	66.3	9.7	2.0	12.9	9.6	3.7
BLACK	7.4	2.9	1.0	1.8	3.6	2.5	5.7	20.2	8.5	22.0	27.5	38.0
SSA	4.6	2.9	1.2	.6	1.9	4.9	2.0	10.0	5.9	10.2	13.3	9.8
ASIAN AMER	.2	.2		.3	.5	.3	.1	.1	.1	.2	.1	
INDIAN	.5	.4	.2	.2	.4	.5	.6	.6	.3	.6	.9	

RETAIL GENERAL MERCHANDISE

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	22,280	16,259	2,892	322	170	7,348	5,527	4,495	990	1,338	2,167	1,526
% WHO WERE:												
FEMALE	60.7	69.8	32.6	49.1	36.5	72.0	88.4	31.6	16.5	38.0	34.6	50.6
BLACK	12.9	7.9	3.5	3.1	7.1	8.1	10.2	19.8	8.8	16.0	27.3	45.7
SSA	4.2	2.9	1.6		1.8	2.3	4.6	8.8	10.1	7.8	8.9	4.9
ASIAN AMER	.2	.1	.1	.6		.1	.1	.2	.1	.3	.1	.3
INDIAN	.5	.6	1.0		1.8	.6	.4	.2	.3	.1	.2	.1

INSURANCE CARRIERS

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	20,095	19,513	2,446	2,001	753	2,938	11,375	228	90	93	45	334
% WHO WERE:												
FEMALE	60.0	61.0	11.7	21.3	43.6	4.2	94.4	6.1	12.2	1.1	4.4	42.1
BLACK	7.5	5.8	.9	1.9	3.9	2.0	8.6	23.7	10.0	24.7	48.9	93.2
SSA	2.5	2.5	.4	.8	2.4	1.1	3.6	9.2	5.6	4.3	26.7	.6
ASIAN AMER	.3	.3	.1		.5	.2	.4	.9			4.4	
INDIAN	.4	.4		.1	.7	.1	.6	.4			2.2	

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES
IN THE DALLAS, TEXAS, SMSA (Cont.)

TRANSPORTATION EQUIPMENT

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	15,941	8,563	1,371	4,042	539	124	2,487	6,969	2,476	4,161	332	409
% WHO WERE:												
FEMALE	15.1	20.5	.6	3.2	10.8	1.6	62.6	9.0	.6	13.5	15.7	4.6
BLACK	5.3	1.1	.7	.2	2.2	.8	2.5	7.7	1.9	10.0	21.7	52.1
SSA	4.0	1.2	.4	1.2	3.0		1.4	7.6	3.4	9.2	18.7	2.0
ASIAN AMER	.1	.1	.1	.2	.4			.1	.1			
INDIAN	3.2	3.6	3.8	3.5	2.4	.8	4.0	3.0	3.7	2.8	.3	.7

MEDICAL+OTHER HEALTH SERVICES

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	14,043	8,949	946	3,456	2,482	11	2,054	1,071	234	630	207	4,023
% WHO WERE:												
FEMALE	77.3	82.2	55.3	82.4	81.3	72.7	95.5	58.8	22.2	71.7	60.9	71.3
BLACK	27.2	12.6	8.0	5.3	27.5	27.3	9.2	42.0	15.0	50.0	48.3	59.8
SSA	3.7	3.2	3.9	2.6	4.4	9.1	2.4	4.1	4.7	3.5	5.3	4.7
ASIAN AMER	.9	1.4	.6	2.7	.6		.3	.1	.4			.2
INDIAN	.4	.4	.7	.4	.3		.5	.3	.4	.3		.3

TRUCKING AND WAREHOUSING

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	13,189	3,849	1,247	95	67	447	1,993	8,998	1,152	5,560	2,286	342
% WHO WERE:												
FEMALE	11.9	34.7	3.0	9.5	14.9	1.6	63.7	2.9	.7	.6	8.0	3.5
BLACK	10.6	2.8	1.7		9.0	1.1	3.8	13.2	8.0	11.2	20.9	28.9
SSA	4.5	1.9	1.7	1.1	3.0	1.1	2.2	5.6	3.5	4.7	9.0	5.6
ASIAN AMER	.1	.1	.1		1.5		.1	.2		.1	.3	
INDIAN	.4	.4	.4	1.1		.4	.5	.5	.4	.5	.3	.3

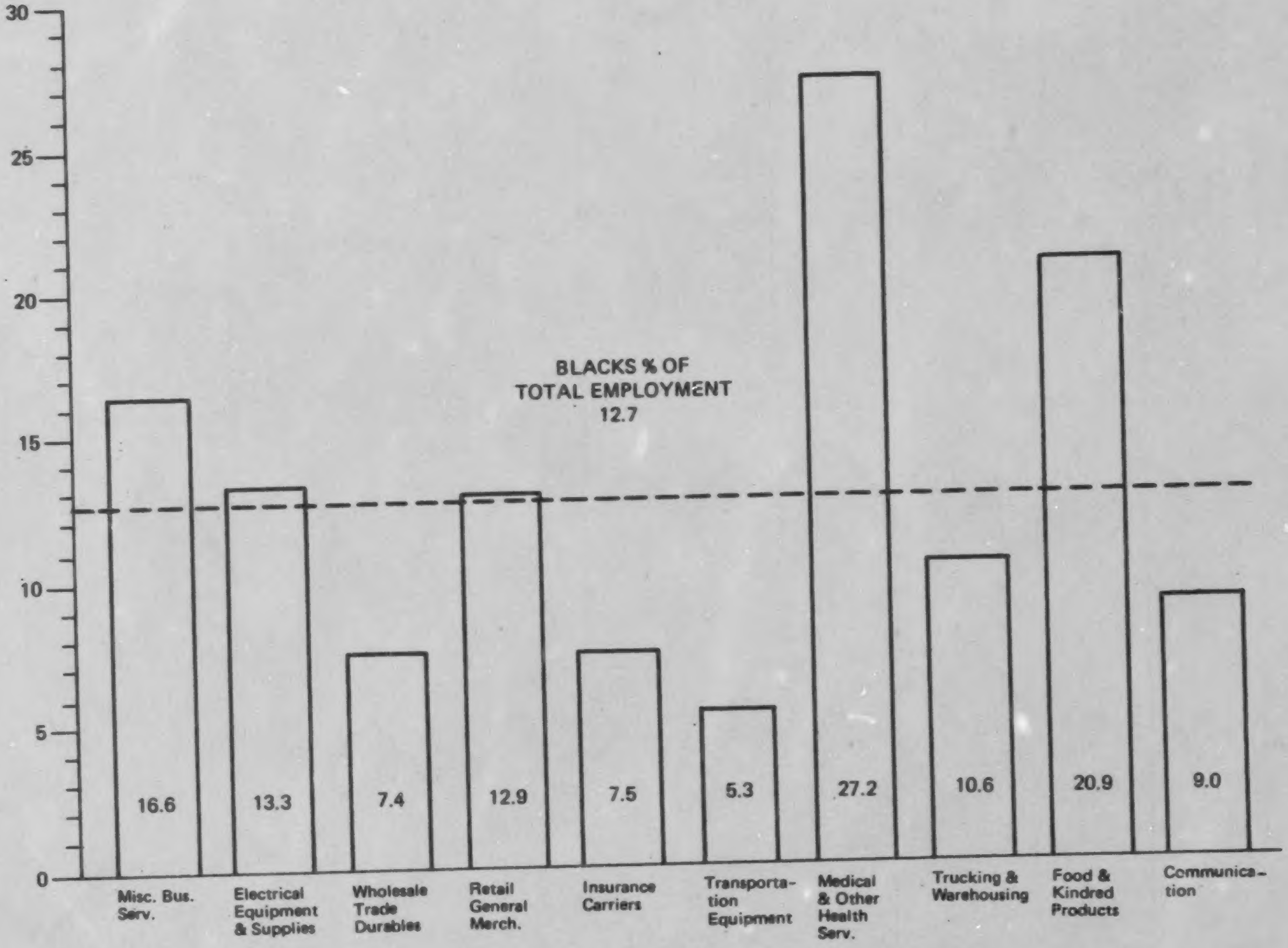
FOOD AND KINDRED PRODUCTS

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	12,655	5,679	1,438	457	317	1,993	1,474	6,673	1,391	2,701	2,581	303
% WHO WERE:												
FEMALE	24.3	26.9	2.4	7.7	28.4	8.1	81.8	22.3	4.9	18.6	35.5	18.2
BLACK	20.9	4.8	4.0	1.5	7.6	5.5	5.0	33.6	22.6	33.5	39.7	42.2
SSA	10.3	2.3	2.6	.7	3.5	1.8	2.8	17.0	11.1	14.8	22.6	14.5
ASIAN AMER	.1	.2		.4	.9	.2	.1	.1		.1		.3
INDIAN	.4	.4	.4	.4	.6	.4	.3	.4	.3	.6	.3	.7

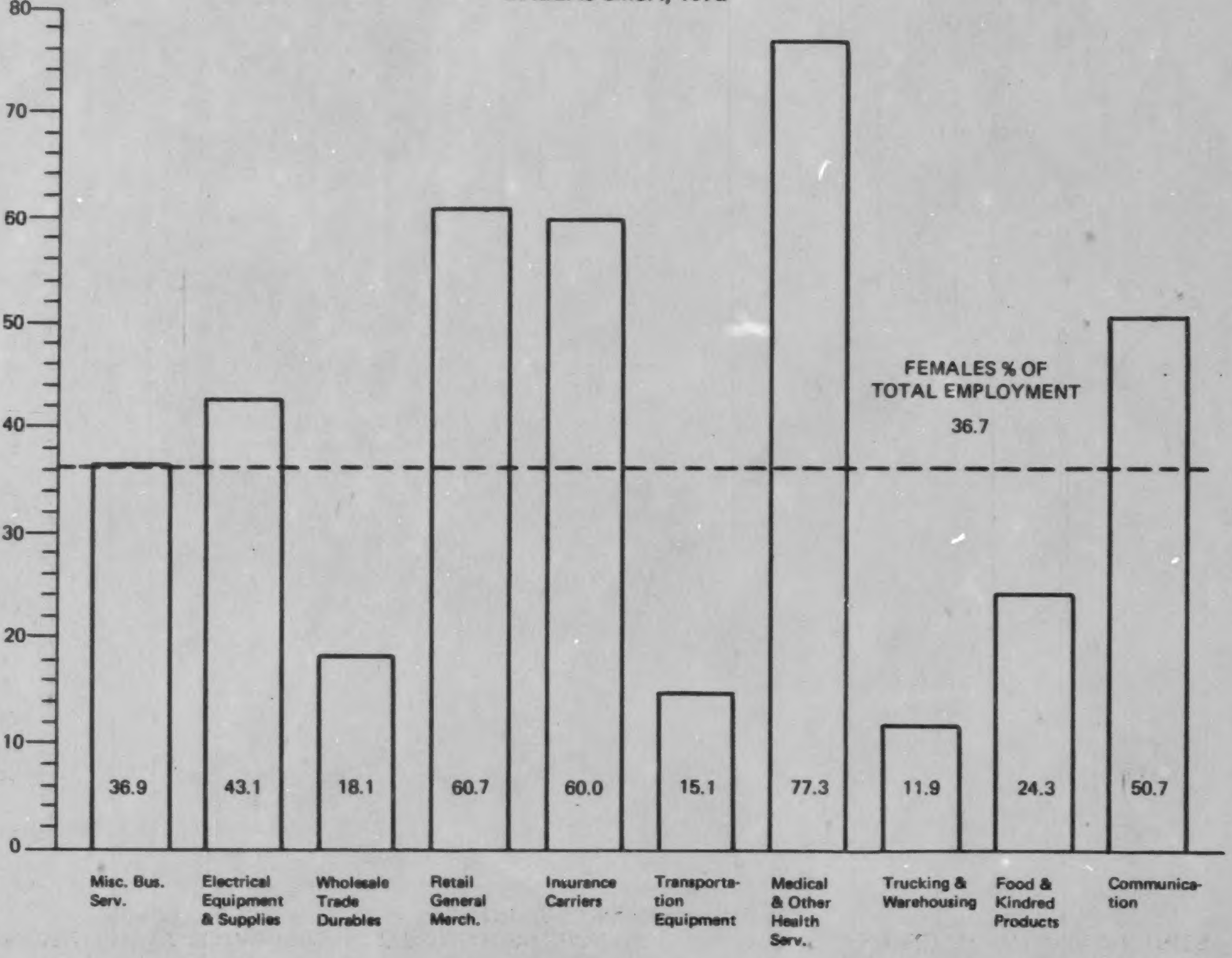
COMMUNICATION

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	12,129	8,465	1,284	860	304	274	5,743	3,541	3,260	277	4	123
% WHO WERE:												
FEMALE	58.7	71.7	31.2	12.4	16.8	15.0	95.3	1.3	1.2	2.2		29.3
BLACK	9.0	9.7	1.7	1.5	1.6	1.5	13.6	4.5	4.1	10.1		82.1
SSA	1.8	1.7	1.1	.9	.7	.4	2.1	1.9	1.7	4.3		.8
ASIAN AMER							.1					
INDIAN	.5	.6	.3	.1	.7	.7	.7	.4	.3	1.1		

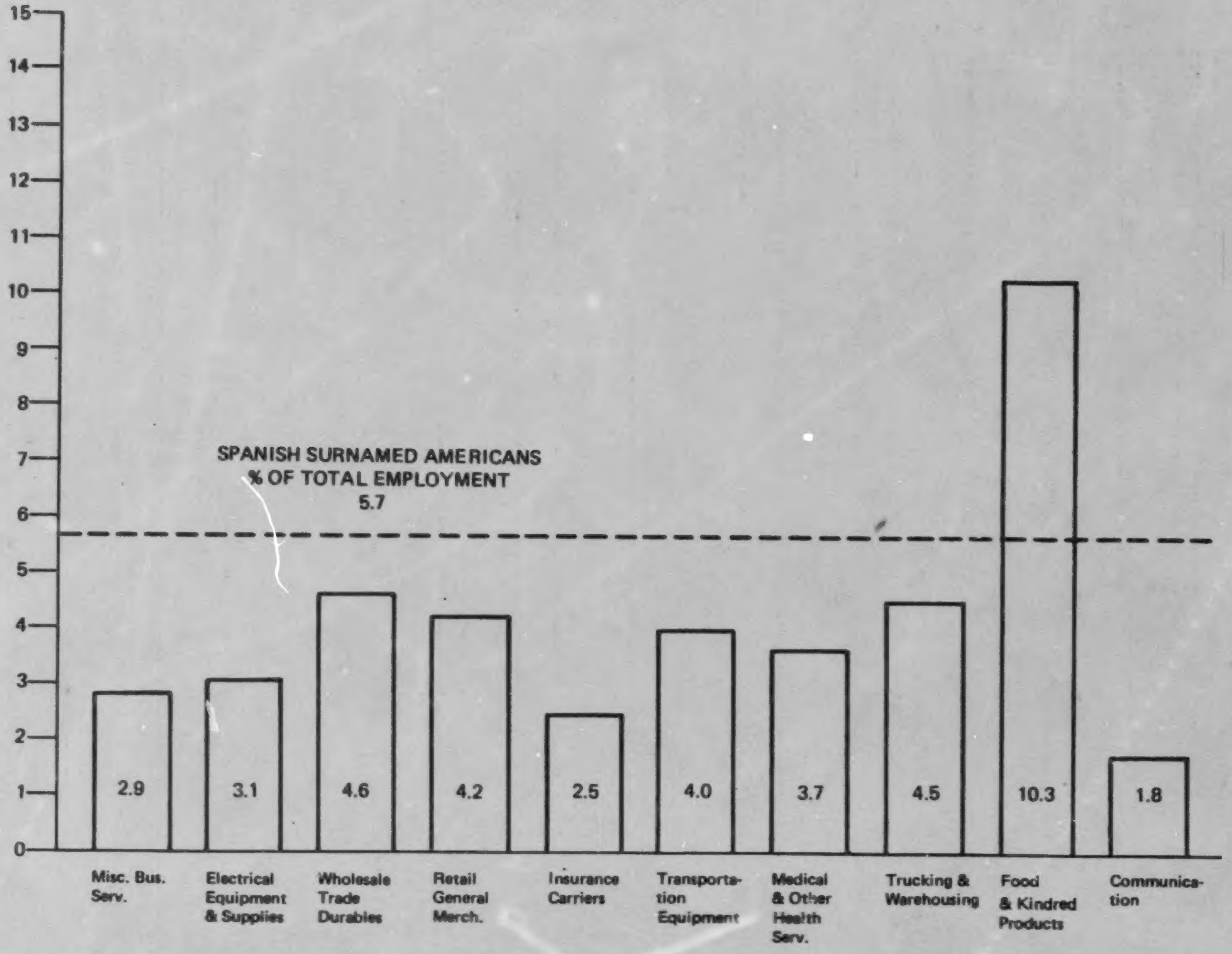
PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE DALLAS SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE DALLAS SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY SPANISH SURNAMED AMERICANS IN SELECTED MAJOR INDUSTRIES IN THE DALLAS SMSA, 1972



DENVER

The population of the Denver metropolitan area was 1.3 million in July, 1972. The largest ethnic minority was Spanish Surnamed Americans. Eleven percent of the population were members of this minority group in 1970 and only 50,000 or four percent of the population were black. Most of the black and Spanish population in this metropolitan area resided within the central city in 1970. Slightly more than nine percent of the inner city residents were black, and a little less than 17 percent of them were Spanish.

Labor force participation for both minority groups did not vary significantly from their representation in the population. About nine percent of the labor force were persons with Spanish Surnames and four percent of the labor force were black. Females accounted for approximately 38 percent of the labor force.

The educational attainment for this area was relatively high in comparison with that of most metropolitan areas. Males above the age of 24 had completed an average of 12.6 years of school. The average for females was 12.5 years. The average black male or female in this age group had completed 12.1 years. Spanish Surnamed Americans males had completed 11.0 years, and Spanish females had completed an average of 10.7 years of school.

The median income for males in the SMSA in 1969 was $8,172. The median income for females was $3,806, or 47 percent that of males. The average black male had an income of $5,977. The median income for black women was $3,610. The median income for SSA males was $6,611. The Spanish female had a median income of $3,237.

These income differences can not be explained solely by the difference in educational attainment. For instance, even though females collectively had about the same educational attainment as males, their median earnings were less than half as great. Although Spanish Surnamed males completed almost a year of school less than black males, the Spanish workers had a higher median income. The occupational position of minorities and women is indicative of the limited relationship between educational attainment and income.

More than a third of all the employees reported in the 1972 EEO survey were females. They held 45 percent of the white collar positions, but a large proportion of these jobs were in the lower paying, more routine sales or clerical categories. Females held 80 percent of the clerical positions and 42 percent of the sales jobs. They held a smaller percentage of the positions in the higher paying more prestigous white collar job categories. They held 27 percent of the professional and just 14 percent of the official and managerial positions.

Approximately 17 percent of the blue collar positions were held by women. The women who were employed in blue collar positions were usually operatives or laborers. They held 23 percent of the jobs in each of these occupational groups. Women held only five percent of the higher paying, skilled craft positions. Over half of the service workers were women.

Slightly more than eight percent of all the jobs reported in the survey were held by Spanish Surnamed Americans in 1972. They held only four percent of the white collar positions, but they held 15 percent of both the blue collar and service positions.

Four percent of the total employees reported in the 1972 EEOC survey were black. They held three percent of the white collar jobs, four and a half percent of the blue collar positions, and 13 percent of the service worker positions.

The occupational distribution of minorities and females differed significantly from that of Anglo males. Although 62 percent of all minorities and women were employed in jobs classified as clerical, operative and service, less than 30 percent of the Anglo males were so classified. However, almost half of the Anglo males were managers, professionals and craftsmen compared with seven percent of the minorities and 15 percent of the women.

A larger percentage of female workers were employed as office and clerical personnel than any other job category. More than 42 percent of the women held such positions. The largest percentage of Spanish Surnamed Americans were employed as operatives and laborers. Some 28 percent of them were operatives and another 19 percent were laborers. Nearly 16 percent of them were also service workers. The largest concentration of blacks was in service jobs. More than 28 percent of the blacks held positions which were classified in this category.

Similar employment patterns were prevalent in the larger industries. Total employment in the ten largest industries ranged from a high of 20,000 in Medical and Other Health Services to a low of 7,000 in Machinery, Excluding Electrical Equipment. Women were more likely to be employed in Medical and Other Health Services, Retail General Merchandise (both industries with low average earnings), and Communication. They held over half of all jobs and at least nine-tenths of the clerical positions in each of these industries. They were less likely to be employed in three industries with high average earnings, Transportation Equipment, Trucking and Warehousing and Machinery, Except Electrical Equipment. They held less than 15 percent of the jobs in each of those industries.

Spanish Surnamed Americans were more likely to be employed in Food and Kindred Products and least likely to hold jobs in Machinery, Except Electrical. In only one of the top industries, Food and Kindred Products, did their participation exceed their participation in the SMSA as a whole. The range of participation of SSA's went from five percent in Machinery, Except Electrical to 13 percent in Food and Kindred Products.

Blacks were most likely to be employed in Medical and Other Health Services and least likely to hold jobs in Transportation Equipment. They held eight percent of the jobs in Medical and Other Health Services and two and a half percent of the positions in Transportation Equipment.

The occupational position of minorities and women was slightly better in 1972 than it was in 1970. Total employment reported in the EEOC survey in this metropolitan area increased by 35,000 workers between 1970 and 1972. Employment increased in every job category. The employment of minority and females also increased in every job category during this period. However, growth in their employment was more rapid than the employment expansion of the SMSA.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE DENVER, COLO., SMSA – 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	100.0
White Collar	53.6	20.9	75.6	46.2
Officials and Managers	15.1	4.2	4.4	1.5
Professionals	15.6	4.0	10.2	3.3
Technicians	6.6	3.6	3.6	3.5
Sales Workers	10.2	4.3	13.1	7.0
Office and Clerical	6.0	4.9	44.3	30.8
Blue Collar	41.0	63.3	13.7	28.3
Craftsmen	17.8	14.4	1.7	2.3
Operatives	17.2	28.2	8.5	17.7
Laborers	6.0	20.7	3.6	8.3
Service Workers	5.5	15.8	10.7	25.5

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
BLACK EMPLOYEES, 1970, 1971, AND 1972

DENVER, COLORADO	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	178,126	201,341	213,468	4.1	4.1	4.3	100.0	100.0	100.0
WHITE COLLAR	102,403	117,773	121,994	2.2	2.3	2.7	31.1	35.2	36.0
OFFICIALS AND MANAGERS.	17,400	20,198	21,700	0.9	1.2	1.2	2.2	3.0	3.0
PROFESSIONALS	21,887	26,565	26,258	0.9	1.3	1.6	2.7	4.1	4.6
TECHNICIANS	9,945	10,610	11,254	3.5	3.4	3.6	4.9	4.4	4.4
SALES WORKERS	17,851	21,455	22,282	1.8	1.7	2.4	4.5	4.5	6.0
OFFICE AND CLERICAL WORKERS . .	35,320	38,941	40,500	3.4	3.6	4.0	16.8	17.2	18.0
BLUE COLLAR	58,890	65,357	72,248	4.2	4.4	4.5	34.0	35.0	35.4
CRAFTSMEN	21,512	22,772	25,051	2.2	2.3	2.5	6.4	6.4	6.8
OPERATIVES	25,175	29,393	33,015	4.6	4.8	5.0	16.0	17.2	18.0
LABORERS	12,203	13,192	14,182	6.9	7.1	7.1	11.6	11.4	11.0
SERVICE WORKERS	16,833	18,211	19,226	15.0	14.3	13.3	34.9	31.8	28.2

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
FEMALE EMPLOYEES, 1970, 1971, AND 1972

DENVER, COLORADO	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	178,126	201,341	213,468	34.2	35.6	35.9	100.0	100.0	100.0
WHITE COLLAR	102,403	117,773	121,994	42.6	43.5	44.8	71.6	73.2	71.3
OFFICIALS AND MANAGERS.	17,400	20,198	21,700	11.8	12.5	13.9	3.4	3.6	3.9
PROFESSIONALS	21,887	26,565	26,258	24.4	26.2	26.9	8.8	9.9	9.2
TECHNICIANS	9,945	10,610	11,254	23.4	25.3	24.3	3.8	3.8	3.6
SALES WORKERS	17,851	21,455	22,282	35.7	38.9	42.0	10.4	11.8	12.2
OFFICE AND CLERICAL WORKERS . .	35,320	38,941	40,500	78.0	79.9	80.2	45.2	44.1	42.4
BLUE COLLAR	58,890	65,357	72,248	14.3	14.6	16.8	13.8	13.5	15.8
CRAFTSMEN	21,512	22,772	25,051	4.0	4.8	5.3	1.4	1.6	1.7
OPERATIVES	25,175	29,393	33,015	19.9	20.1	22.8	8.2	8.4	9.8
LABORERS	12,203	13,192	14,182	20.9	19.2	23.0	4.2	3.6	4.3
SERVICE WORKERS	16,833	18,211	19,226	52.9	51.3	51.3	14.6	13.2	12.9

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
SPANISH SURNAMED EMPLOYEES, 1970, 1971, AND 1972

DENVER, COLORADO	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	178,166	201,341	213,468	8.3	8.1	8.4	100.0	100.0	100.0
WHITE COLLAR	102,443	117,773	121,994	3.3	3.5	3.7	22.9	25.3	25.0
OFFICIALS AND MANAGERS.	17,400	20,198	21,700	1.9	2.1	2.3	2.3	2.7	2.8
PROFESSIONALS	21,887	26,529	26,258	1.0	1.2	1.4	1.5	1.9	2.0
TECHNICIANS	9,945	10,610	11,254	4.1	4.5	4.4	2.8	3.0	2.7
SALES WORKERS	17,891	21,495	22,282	3.3	3.6	3.9	4.0	4.7	4.9
OFFICE AND CLERICAL WORKERS . .	35,320	38,941	40,500	5.2	5.5	5.6	12.4	13.0	12.6
BLUE COLLAR	58,890	65,357	72,248	14.0	14.2	14.8	59.1	56.9	59.3
CRAFTSMEN	21,512	22,772	25,051	7.5	7.7	8.2	10.9	10.7	11.5
OPERATIVES	25,175	29,393	33,015	15.0	14.9	15.3	26.8	26.8	28.4
LABORERS	12,203	13,192	14,182	25.9	23.9	24.6	21.4	19.4	19.4
SERVICE WORKERS	16,833	18,211	19,226	15.0	15.9	14.7	18.0	17.8	15.7

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES
IN THE DENVER-BOULDER, COLORADO, SMSA

MEDICAL+OTHER HEALTH SERVICES

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	20,298	13,082	1,008	6,406	2,090	106	3,474	1,204	370	507	327	6,012
% WHO WERE:												
FEMALE	78.3	84.0	60.9	84.0	81.1	81.1	92.5	45.4	32.7	55.2	44.6	72.5
BLACK	7.9	4.5	2.3	2.6	9.5	.9	5.7	7.5	4.1	10.8	6.1	15.5
SSA	8.2	3.5	1.8	1.7	6.4	14.2	5.2	15.9	8.6	26.2	8.0	16.9
ASIAN AMER	1.1	1.1	1.5	1.4	.8		.4	1.3	.8	1.4	1.8	1.0
INDIAN	.4	.3	.6	.1	.4	4.7	.3	.4	.5	.2	.6	.7

RETAIL GENERAL MERCHANDISE

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES . WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	15,853	12,670	2,035	97	103	7,437	2,998	1,660	371	582	707	1,523
% WHO WERE:												
FEMALE	64.7	70.0	34.1	40.5	40.5	71.9	89.8	33.7	17.8	37.8	38.8	94.2
BLACK	4.1	3.0	2.3	1.0	2.9	3.4	2.7	5.5	4.0	6.5	5.5	11.6
SSA	6.1	4.6	3.3	4.1	5.8	4.3	6.1	11.7	9.4	8.2	15.0	12.6
ASIAN AMER	.7	.4	.5	1.0	1.9	.6	.7	1.1	1.6	1.7	.4	.8
INDIAN	.3	.2	.2		1.0	.2	.3	.5		.7	.6	.3

WHOLESALE TRADE DURABLES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	12,312	8,061	1,432	780	943	2,310	2,596	3,806	1,310	1,999	895	447
% WHO WERE:												
FEMALE	19.6	23.0	3.1	4.6	3.9	4.2	63.1	11.5	10.3	7.1	12.3	20.4
BLACK	2.6	2.0	.5	1.7	2.9	1.6	2.9	3.9	1.7	4.4	6.5	2.9
SSA	6.1	2.5	2.4	.9	2.7	2.1	3.2	13.8	7.3	13.1	24.4	6.5
ASIAN AMER	.5	.4	.3		.4	.4	.7	.6	.6	.3	1.1	1.1
INDIAN	.4	.3	.7	.3	.2	.2	.3	.5	.6	.6	.2	.4

FOOD AND KINDRED PRODUCTS

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	11,376	3,695	1,172	411	410	916	786	7,408	1,972	2,960	2,490	271
% WHO WERE:												
FEMALE	19.6	20.9	2.9	3.2	12.2	7.8	76.8	19.3	9.5	16.4	30.6	9.2
BLACK	3.9	1.4	.9	.5	.5	2.3	2.0	4.8	3.9	3.5	6.9	16.2
SSA	13.2	2.7	2.9	.2	2.9	2.5	3.6	18.3	12.6	19.1	21.6	19.9
ASIAN AMER	.4	.4	.3	.7	.5	.1	.5	.4	.3	.5	.4	1.5
INDIAN	.2	.2	.3		.7		.1	.2	.1	.3	.2	.4

ELECTRICAL EQUIPMENT +SUPPLIES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	11,260	9,988	1,086	1,445	1,153	71	1,833	5,399	1,515	3,746	138	201
% WHO WERE:												
FEMALE	27.2	23.1	1.7	3.2	4.2	4.2	64.0	32.7	1.1	45.2	39.1	2.9
BLACK	4.0	3.5	1.5	1.2	3.1		6.7	4.3	1.8	4.9	14.5	8.2
SSA	7.6	3.9	1.2	1.2	4.3	1.4	7.5	10.9	4.0	12.9	31.9	16.7
ASIAN AMER	.5	.6	.3	1.0	1.0		.3	.5	.1	.6	.7	
INDIAN	.2	.2		.3	.3		.2	.3	.1	.3	1.4	.4

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE DENVER-BOULDER, COLORADO, SMSA (Cont.)

TRANSPORTATION EQUIPMENT

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	10,923	7,338	1,341	4,231	593	67	1,106	3,359	1,449	1,780	130	226
% WHO WERE:												
FEMALE	12.5	13.7	1.1	3.0	9.7	4.5	74.5	9.3	2.6	13.1	31.5	21.7
BLACK	2.5	1.1	.4	.8	1.7		2.7	4.9	3.7	5.6	8.5	10.6
SSA	5.7	2.6	1.6	1.5	6.7		5.8	11.8	8.9	14.0	14.6	16.8
ASIAN AMER	.8	.9	.5	1.1	1.0		.5	.5	.6	.4	.8	.4
INDIAN	.3	.2	.2	.1	.3	1.5	.3	.5	.7	.4		.9

COMMUNICATION

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	10,186	7,950	1,171	1,484	409	234	4,652	2,150	2,019	130	1	86
% WHO WERE:												
FEMALE	50.3	63.5	34.2	15.7	9.3	17.5	93.1	1.2	1.2		100.0	55.8
BLACK	4.5	4.8	1.5	1.8	2.2	1.3	7.0	2.6	2.3	6.9		23.3
SSA	5.7	5.4	.8	1.0	2.4	.9	8.4	6.1	5.1	22.3		22.1
ASIAN AMER	.3	.3		.1		.4	.5	.4	.3	.8		1.2
INDIAN	.2	.2	.2	.1	.5		.2	.2	.2			

FOOD STORES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	9,496	6,661	925	103	28	5,346	259	1,892	516	829	547	943
% WHO WERE:												
FEMALE	31.1	36.7	8.8	14.6	7.1	40.6	67.2	18.4	5.4	30.8	11.9	17.4
BLACK	2.8	2.4	.6	7.8		2.6	1.9	2.1	.6	2.5	2.9	7.1
SSA	6.8	4.8	3.2	1.9	3.6	5.2	2.7	13.9	14.0	15.4	11.5	7.2
ASIAN AMER	.5	.5	.4			.5	1.2	.7		.7	1.3	.3
INDIAN	.2	.1	.3			.1		.4	.2	.5	.4	.1

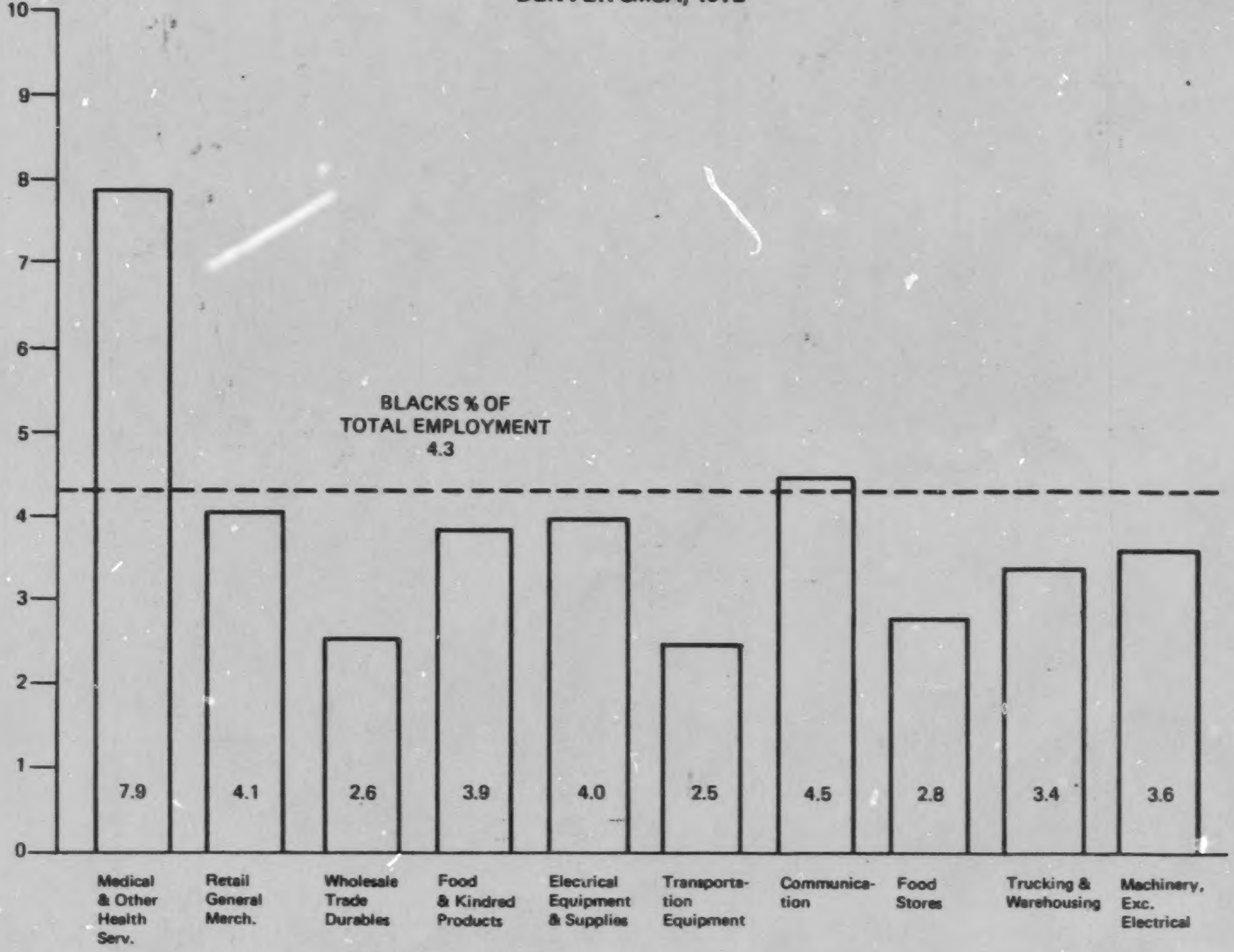
TRUCKING AND WAREHOUSING

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	6,962	2,013	695	38	65	181	1,034	4,829	704	2,999	1,126	120
% WHO WERE:												
FEMALE	13.3	36.7	4.0	7.9	13.8	1.1	67.4	3.6	5.4	.4	10.8	10.8
BLACK	3.4	1.1	1.3			.6	1.3	4.0	3.3	2.5	8.5	19.2
SSA	7.0	4.7	2.7	5.3	7.7	1.7	6.3	7.6	7.5	5.4	13.5	19.2
ASIAN AMER	.5	.5	.3	2.6	1.5	.6	.5	.5	.6	.3	1.2	
INDIAN	.4	.4	.6			.6	.4	.4	.3	.3	.7	

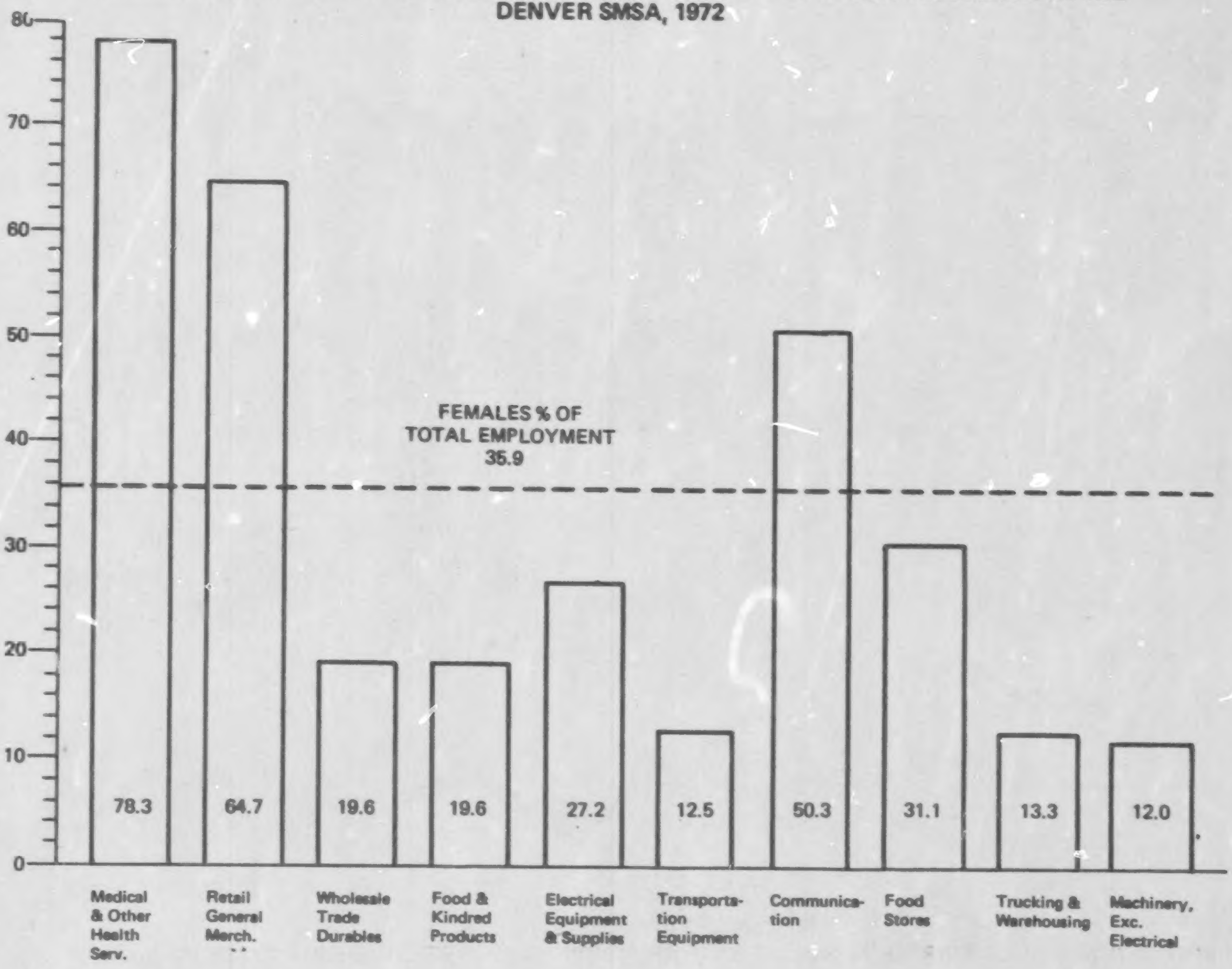
MACHINERY, EXC. ELECTRICAL

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	6,682	3,955	723	1,386	961	67	818	2,659	1,056	1,429	174	68
% WHO WERE:												
FEMALE	12.0	13.0	1.2	3.8	2.5	6.0	52.0	9.9	1.2	16.4	9.8	32.4
BLACK	3.6	2.8	1.4	2.2	2.6		5.3	4.8	2.2	5.9	12.1	2.9
SSA	5.2	2.5	1.0	1.8	2.9		4.9	9.3	4.6	11.5	18.4	5.9
ASIAN AMER	.6	.7	.3	.8	.7		.9	.4	.7	.2		
INDIAN	.4	.3	.4	.2	.3	1.5	.2	.5	.6	.5	.6	

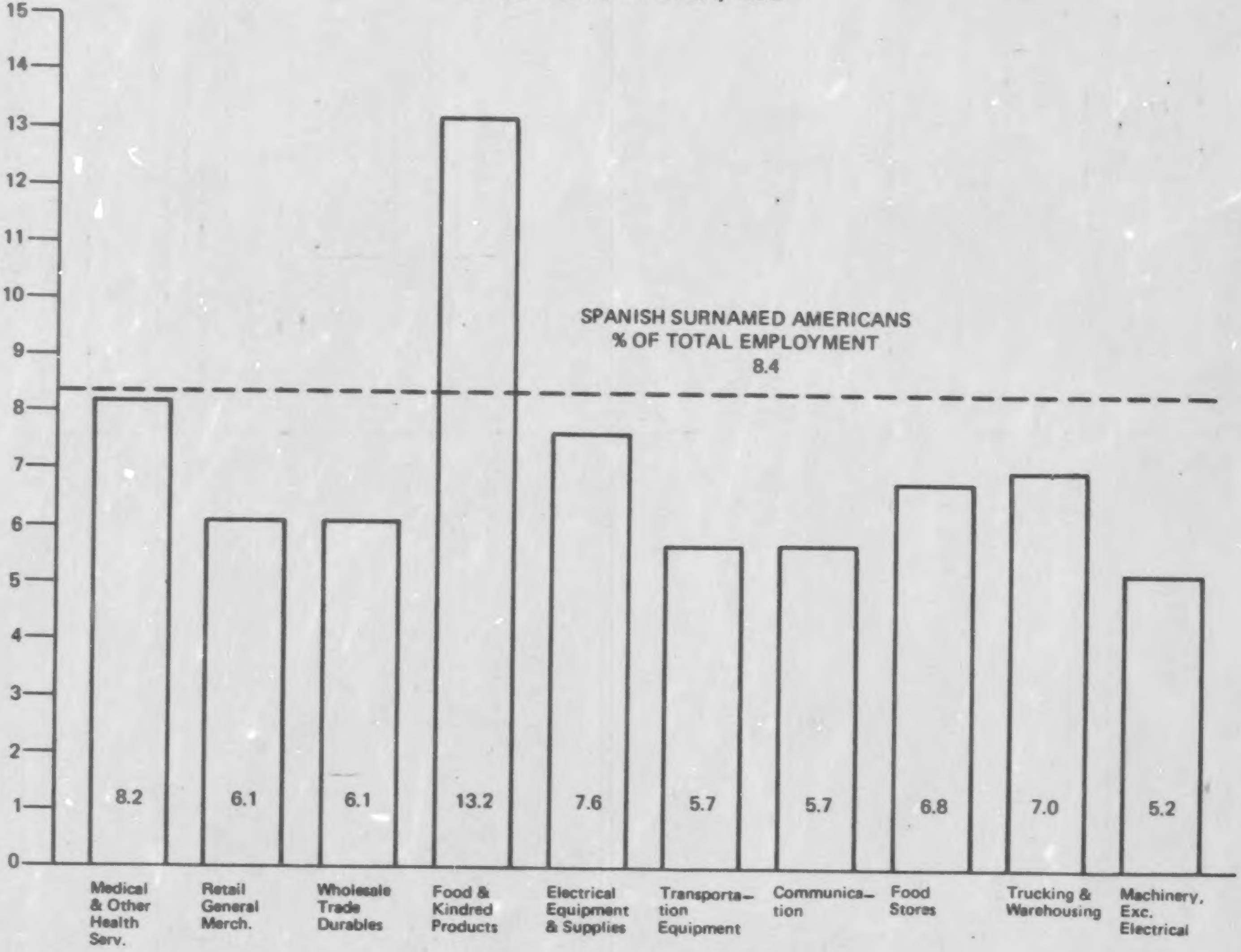
PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE DENVER SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE DENVER SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY SPANISH SURNAMED AMERICANS IN SELECTED MAJOR INDUSTRIES IN THE DENVER SMSA, 1972



DETROIT

In 1972 the Detroit SMSA had an estimated population of 4.2 million. Approximately 51 percent of the Detroit residents were female; 18 percent were black.

The 1972 Detroit labor force was estimated 1,731,000 persons. Approximately 31 percent of the labor force participants were females 20 years and older; about 16 percent were black.

Annual median income in 1969 for those persons 16 years and older with earnings was $8,221 for all males, $4,333 for all females. Black males earned a median income of $7,548 annually, while black females earned $4,007 yearly.

The median school years completed for persons 25 years and older in 1970 were slightly higher for females than males (12.1 vs 12.0 years). For blacks in the same age group, females again showed a bit more schooling than males (11.0 vs. 10.3 years). The difference in educational levels might seem to explain the gap in earnings between all persons of one sex and blacks of that sex. However, following the same logic one would expect females to earn more than males, though according to the statistics cited above the opposite is true.

The data derived from the EEO-1 survey of industries did not contradict the income statistics outlined above. Women and minorities generally suffered uneven participation and unbalanced occupational distribution both among industries in the same area and across job categories. They usually were concentrated in job categories and industries where the earnings potentials were low.

In 1972 women represented 27 percent of the reported employment in the Detroit SMSA. They represented 40 percent of the white collar workers (74 percent of the office and clerical workers, but only nine percent of the officials and managers), 11 percent of the blue collar workers, and 47 percent of the service workers.

Since 1970 there have been virtually no changes in women's participation in either the white or blue collar occupations, although total female employment declined six percent between 1970 and 1972. Changes in employment levels of females within occupational groups during this period were directly related to changes in total employment with one exception: the number of female laborers increased about one percent.

In 1972, two-thirds of all women were employed in three relatively low paying job categories. Some 42 percent were office and clerical workers, 12 percent were operatives, and 12 percent were service workers. Only about 44 percent of all the male employees were in similar jobs.

The 1972 EEO-1 survey data reveal some striking differences between the occupational distributions of Anglo and minority females. For example, while three-quarters of all Anglo women held white collar positions, only about one- half of all minority women were employed within that category. Greater percentages of Anglo than minority women held jobs in each of the white collar categories except technician. Higher proportions of minority than Anglo women were blue collar and service workers, particularly the latter. Almost triple the proportion of minority as Anglo women held service worker jobs.

In 1972 blacks held 18 percent of all jobs in the EEO-1 survey of employees in the Detroit SMSA. However, blacks comprised only eight percent of the white collar work force (only four percent of the officials and managers). Twenty-four percent of the blue collar workers were black (only eight percent of the skilled craftsmen but 26 percent of the laborers), and a disproportionate 36 percent of the service workers were black.

Black employment in the SMSA declined 13 percent between 1970 and 1972. However, in the Transportation Equipment industry, where employment dropped 17 percent, black employment increased three percent. Black participation in each of the job categories changed only slightly except for a significant drop in laborers.

In 1972, 87 percent of all blacks were in three relatively low paying job categories --- 63 percent were operatives, ten percent were laborers, and 14 percent were service workers. Only 34 percent of all Anglo workers held similar positions.

The dissimilarities between the occupational distributions of Anglo and minority males were most evident in the usually highest and lowest paying job categories. In 1972, the percentage of Anglo males that were officials and managers was almost five times the rate for minority males. At the other end of the job spectrum, the proportion of minority males who were service workers was more than double that of Anglo males.

A partial picture of the relative economic positions of Anglo males, females, and minorities is gained through a comparison of occupational distributions. For example, in 1972, 45 percent of the Anglo males in the surveyed industries were officials and managers, professionals, or skilled craftsmen, while only 13 percent of the minority males, 11 percent of the Anglo females, and seven percent of the minority females held these top positions in the white and blue collar fields.

The top ten industries in the Detroit SMSA in 1972 accounted for two- thirds of the employees in the EEO-1 survey. Total employment ranged from approximately 22,000 to 54,000, except for the largest industry (Transportation Equipment) which employed 170,000 persons. The ten combined industries had a lesser percentage of white collar jobs than the surveyed industries as a whole (41 vs. 47 percent) and a greater percentage of blue collar workers (52 vs. 46 percent), with an equivalent rate for service workers of about seven percent.

Women represented 27 percent of the EEO-1 reported employment, but they were represented unevenly in the top ten industries at rates of from eight percent in Primary Metal (a generally high average earnings industry) to 80 percent in Medical and Other Health Services (a relatively low average earnings industry). In the SMSA's largest industry, which includes the highly paid auto workers, women represented only nine percent of the employees. Moreover, their employment in that industry declined by one-fourth between 1970 and 1972 compared with a total employment decline in the industry of 17 percent.

Office and clerical positions in the ten major industries were filled generally by women. Women represented an average of 67 percent of the workers in that category.

Blacks were 18 percent of the employees in the EEO-1 survey. That rate was equaled or surpassed in only four of the top ten industries. Food Stores employed the lowest percentage of blacks -- eight percent. Blacks experienced their highest representation in Medical and Other Health Services --- 31 percent. Blacks also were employed at a high rate (29 percent) in the Transportation Equipment industry, where they represented 40 percent of the 100,000 plus operatives, but only seven percent of the officials and managers and skilled craftsmen.

Spanish Surnamed Americans were just under one percent of all employees in the EEO-1 survey, but were employed at rates from 0.3 percent in Retail General Merchandise to just over two percent in Fabricated Metal Products. Almost two-thirds of all Spanish were blue collar workers. Of these, over 38 percent were operatives.

Asian Americans represented less than one-half of one percent of the reported employment. They participated in a significantly different degree among the ten largest industries only in Medical and Other Health Services, where Asian Americans accounted for two percent of the employees. Over three-fourths of the Asians were white collar workers of which more than half were professionals.

American Indians were only one-tenth of one percent of the total employees reported in the survey and were employed at approximately that rate by each of the top ten industries. Over half of all Indians were blue collar workers, most being concentrated in the skilled craftsmen and operative categories. The proportions of Indians who were sales workers and skilled craftsmen were significantly higher than the rates for all surveyed employees.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE DETROIT, MICH., SMSA – 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	100.0
White Collar	44.1	12.0	74.7	51.1
Officials and Managers	14.8	3.1	3.9	1.8
Professionals	11.4	2.3	6.3	4.4
Technicians	5.6	1.5	3.1	5.5
Sales Workers	6.5	1.7	17.4	7.7
Office and Clerical	5.9	3.4	44.0	31.7
Blue Collar	51.7	78.9	16.6	24.7
Craftsmen	18.8	7.6	1.0	1.0
Operatives	26.8	60.6	10.6	16.4
Laborers	6.1	10.7	5.0	7.3
Service Workers	4.1	9.1	8.7	24.2

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF BLACK EMPLOYEES, 1970, 1971, AND 1972

DETROIT, MICHIGAN	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	790,999	746,505	751,883	15.2	17.0	17.6	100.0	100.0	100.0
WHITE COLLAR	360,076	347,567	351,719	9.2	8.0	8.2	21.9	20.9	21.8
OFFICIALS AND MANAGERS.	71,121	75,503	76,656	3.9	3.7	4.3	1.8	2.1	2.5
PROFESSIONALS	67,076	62,701	65,150	4.8	3.5	3.6	2.1	1.7	1.8
TECHNICIANS	33,234	32,345	33,645	9.7	9.4	9.8	2.1	2.3	2.5
SALES WORKERS	61,507	61,534	62,134	7.5	6.9	7.3	3.1	3.2	3.4
OFFICE AND CLERICAL WORKERS . .	127,138	115,484	114,130	15.2	13.4	13.5	12.7	11.7	11.6
BLUE COLLAR	369,124	351,307	348,592	26.8	24.9	24.4	63.3	65.8	64.3
CRAFTSMEN	100,706	93,321	94,029	7.5	7.3	7.6	5.0	5.1	5.4
OPERATIVES	216,203	212,618	205,302	32.1	31.8	31.7	45.9	50.8	49.3
LABORERS	52,215	45,368	49,261	36.0	28.8	25.8	12.4	9.8	9.6
SERVICE WORKERS	61,199	47,631	51,572	36.6	37.3	35.6	14.8	13.3	13.9

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF FEMALE EMPLOYEES, 1970, 1971, AND 1972

DETROIT, MICHIGAN	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	790,999	746,505	751,883	27.4	26.7	27.0	100.0	100.0	100.0
WHITE COLLAR	360,076	347,567	351,719	41.4	40.3	40.4	68.8	70.4	70.0
OFFICIALS AND MANAGERS.	71,121	75,503	76,656	9.3	8.7	9.1	3.1	3.3	3.4
PROFESSIONALS	67,076	62,701	65,150	18.4	16.8	18.3	5.7	5.3	5.9
TECHNICIANS	33,234	32,345	33,645	20.7	18.6	21.8	3.2	3.0	3.6
SALES WORKERS	61,507	61,534	62,134	48.8	51.2	50.6	13.8	15.8	15.5
OFFICE AND CLERICAL WORKERS . .	127,138	115,484	114,130	73.4	74.0	74.0	43.0	43.0	41.6
BLUE COLLAR	369,124	351,307	348,592	11.1	10.5	10.6	18.9	18.5	18.2
CRAFTSMEN	100,706	93,321	94,029	2.1	1.7	2.2	1.0	0.8	1.0
OPERATIVES	216,203	212,618	205,302	12.8	12.0	11.6	12.8	12.0	11.7
LABORERS	52,215	45,368	49,261	21.1	21.4	22.6	5.1	4.9	5.5
SERVICE WORKERS	61,199	47,631	51,572	43.8	46.3	46.5	12.4	11.1	11.8

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE DETROIT, MICHIGAN, SMSA

TRANSPORTATION EQUIPMENT

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	170,090	37,277	14,777	7,447	3,706	452	10,895	127,196	21,600	100,173	5,423	5,617
% WHO WERE:												
FEMALE	9.3	15.0	.8	4.2	3.0	1.3	46.3	7.7		9.4	6.0	9.0
BLACK	28.7	6.4	6.8	2.1	3.2	1.5	10.1	34.8	7.3	40.2	44.3	37.6
SSA	1.0	.4	.4	.3	.3	.2	.6	1.1	.6	1.2	1.5	1.0
ASIAN AMER	.2	.2	.1	.6	.3		.1	.1	.1	.2	.1	.1
INDIAN	.1	.1	.1	.1	.1		.1	.1	.1	.1	.2	

MACHINERY, EXC. ELECTRICAL

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	54,392	18,795	5,064	4,062	3,210	980	5,479	34,511	13,056	18,330	3,125	1,086
% WHO WERE:												
FEMALE	10.1	20.1	1.5	3.6	2.2	2.1	63.2	4.8	.6	8.0	3.7	4.4
BLACK	16.2	3.9	3.4	1.5	2.7		7.7	22.2	4.8	33.7	27.2	41.4
SSA	.6	.4	.3	.5	.4	.2	.5	.8	.5	.8	1.7	.7
ASIAN AMER	.2	.4	.1	1.0	.8	.2	.1				.1	
INDIAN	.1	.1	.1	.1	.1	.2	.1	.1	.1	.1	.1	.1

WHOLESALE TRADE DURABLES

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	48,997	31,292	6,951	5,814	2,727	3,653	12,147	16,168	4,553	9,074	2,541	1,537
% WHO WERE:												
FEMALE	18.3	23.8	2.0	4.0	6.6	4.1	55.5	6.9	1.2	6.6	18.4	27.1
BLACK	9.3	5.3	1.8	2.1	5.1	3.9	9.3	15.3	6.0	18.6	20.0	27.2
SSA	.9	.5	.4	.3	.7	.2	.8	1.6	.9	1.7	2.7	.8
ASIAN AMER	.3	.4	.4	.8	.4	.2	.2	.2	.2	.2	.1	.5
INDIAN	.1	.1	.1	.1		.1		.2	.2	.2	.1	.2

RETAIL GENERAL MERCHANDISE

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	43,137	33,339	5,154	284	224	19,606	8,071	4,496	1,405	1,772	1,319	5,302
% WHO WERE:												
FEMALE	69.3	78.0	39.3	41.2	36.2	84.9	88.4	18.7	13.5	24.0	16.9	57.4
BLACK	12.4	9.7	4.5	7.4	4.5	9.5	13.5	16.7	11.5	16.2	23.0	26.1
SSA	.3	.2	.2			.3	.2	.6	.9	.5	.5	.4
ASIAN AMER	.1	.1	.1	.4			.1	.3	.4	.4		.1
INDIAN	.2	.2	.1			.3	.1	.3		.7	.1	.1

MEDICAL+OTHER HEALTH SERVICES

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	41,701	24,546	1,943	8,906	5,784	401	7,512	3,168	669	808	1,691	13,987
% WHO WERE:												
FEMALE	80.1	83.9	49.8	82.4	86.1	75.8	93.2	43.9	21.7	29.7	59.5	81.6
BLACK	30.9	20.9	10.7	9.3	34.1	40.4	26.2	31.0	14.6	32.5	36.8	48.3
SSA	1.0	.9	.6	1.5	.4	.2	.5	3.6	.4	1.4	5.9	.7
ASIAN AMER	2.1	3.2	2.0	7.3	1.3		.4	.4	.4	.9	.2	.3
INDIAN	.1	.1		.2	.1		.1		.1			.1

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE DETROIT, MICHIGAN, SMSA (Cont.)

FABRICATED METAL PRODUCTS

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	39,151	8,215	3,559	1,020	760	432	2,436	29,834	9,305	15,093	5,436	1,102
% WHO WERE:												
FEMALE	13.1	16.6	1.4	2.3	7.2	6.5	69.8	12.3	.4	15.2	24.4	9.5
BLACK	19.6	4.2	4.2	.8	2.2	.7	6.8	23.4	12.1	30.9	21.8	31.0
SSA	2.1	.7	.7	.8	.5	.2	.9	2.5	2.9	2.2	2.6	1.9
ASIAN AMER	.1	.2	.1	1.0	.3		.1	.1	.1		.1	
INDIAN	.1	.1	.1			.2	.2	.1	.1	.1		

MISCELLANEOUS BUSINESS SERVICE

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	32,637	21,826	4,768	7,744	2,927	594	5,813	6,814	2,157	1,112	3,545	3,997
% WHO WERE:												
FEMALE	20.0	23.1	4.0	4.4	5.5	5.9	74.1	11.2	2.3	25.0	12.1	17.9
BLACK	9.0	3.5	1.1	1.7	4.8	3.0	7.4	13.0	2.1	10.3	20.6	31.9
SSA	.8	.5	.3	.5	.6	.7	.7	.5	.6	1.3	.1	2.5
ASIAN AMER	.3	.4	.3	.5	.4	.3	.2	.1	.2	.2		.4
INDIAN	.1		.1				.1	.2	.3	.4	.1	.4

ELECTRICAL EQUIPMENT +SUPPLIES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	22,686	5,224	1,800	1,163	449	236	1,576	16,865	4,003	11,861	1,001	597
% WHO WERE:												
FEMALE	21.1	19.2	1.5	3.9	8.2	46.2	49.7	22.3	3.7	27.0	40.7	6.0
BLACK	15.9	4.6	2.3	2.1	4.0	8.9	7.9	18.7	7.0	23.1	12.8	37.4
SSA	.8	.3	.1	.3	.7		.6	1.0	.7	1.1	1.3	.7
ASIAN AMER	.2	.4	.2	.6	.7		.4	.2	.1	.2		
INDIAN					.2				.1			.2

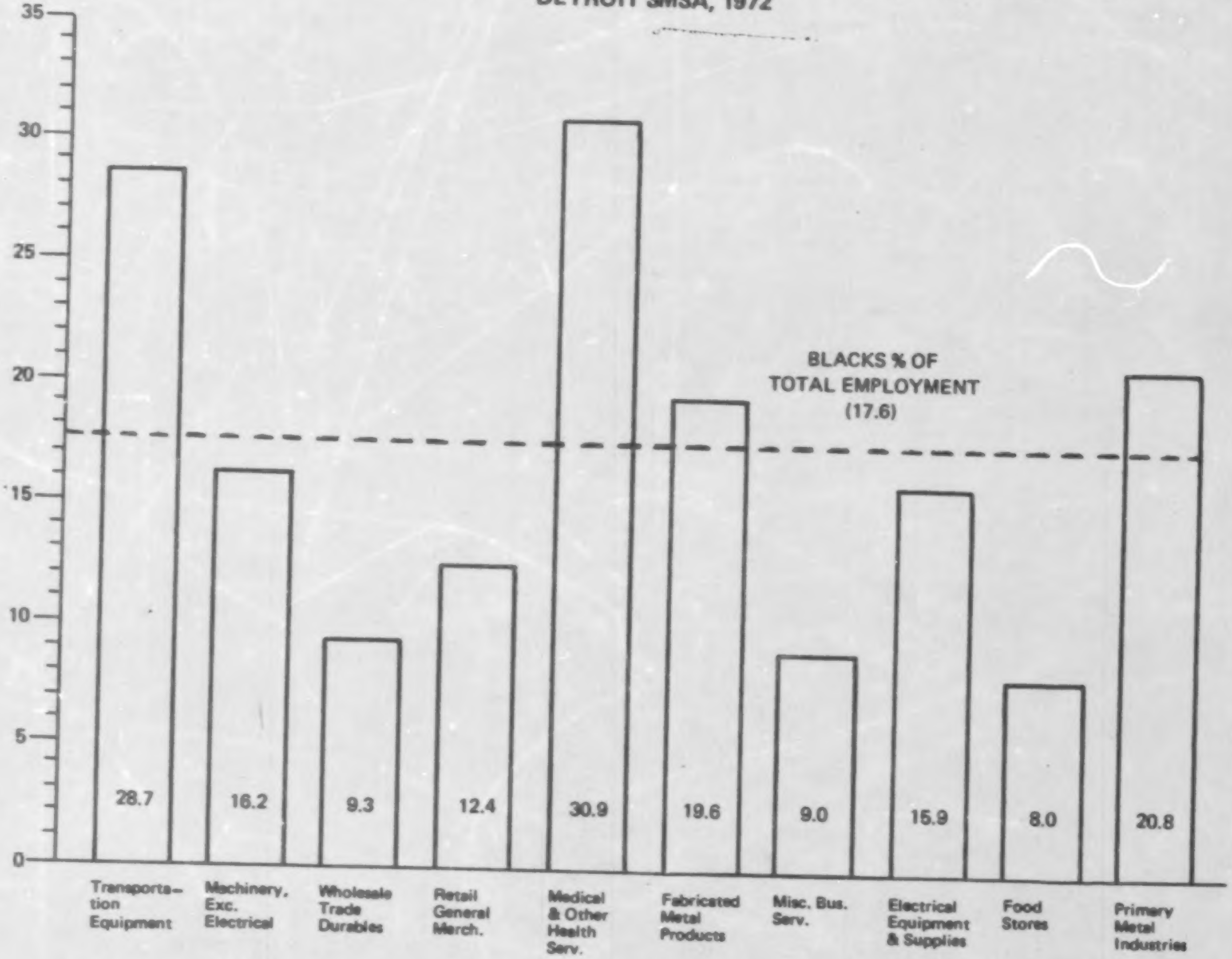
FOOD STORES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	22,263	18,221	2,574	32	84	14,615	916	4,006	906	1,398	1,702	36
% WHO WERE:												
FEMALE	38.3	44.0	12.0	9.4	31.0	47.0	87.7	12.7	4.0	13.0	17.2	19.4
BLACK	8.0	6.9	4.0		6.0	7.4	7.3	12.9	6.3	9.9	18.8	22.2
SSA	.5	.4	.4		1.2	.4	.5	1.2	.2	.2	2.4	5.6
ASIAN AMER	.1	.1	.1			.1		.1			.2	
INDIAN	.1	.1	.2			.2		.1	.2	.1	.1	

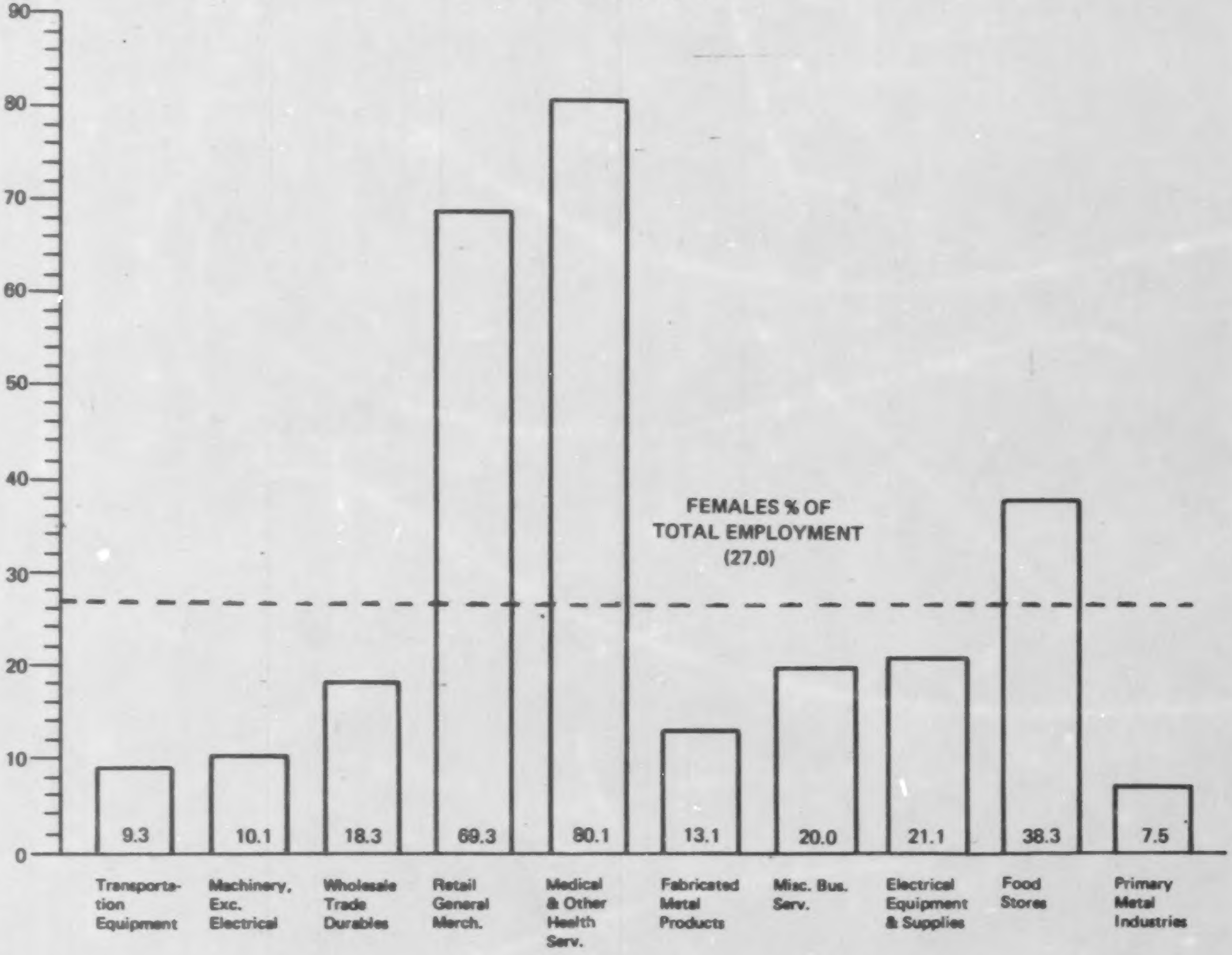
PRIMARY METAL INDUSTRIES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	21,518	4,501	1,844	504	690	238	1,225	16,775	4,241	8,662	3,872	242
% WHO WERE:												
FEMALE	7.5	17.4	1.1	3.6	5.1	5.0	57.1	4.8		6.4	6.5	10.3
BLACK	20.8	6.2	4.8	1.2	3.6		9.5	29.0	7.1	35.4	21.3	36.8
SSA	1.0	.2	.2	.2	.1		.2	1.2	.7	1.6	1.2	1.2
ASIAN AMER	.1	.3	.2	1.0	.6		.2	.1	.1		.1	
INDIAN	.1	.1	.1		.1		.2	.1	.2	.1	.1	1.2

PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE DETROIT SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE DETROIT SMSA, 1972



HOUSTON

The Houston population in 1972 was about 2.1 million. Blacks comprised the largest minority group and accounted for one-fifth of the population. Spanish Surnamed Americans were the second largest ethnic group and they accounted for one-tenth of the area population. About one-half of the population was female.

About 823,000 or two-thirds of the SMSA civilian population 16 years old and over were in the labor force in 1972. The black labor force numbered 180,000, or one-fifth of the SMSA labor force. Women 20 years and older accounted for 34 percent of the labor force.

In 1969, males in the area had median earnings of $7,963. Females' earnings were less than half ($3,585) that of males. Black and Spanish males fared better than females in average earnings; median earnings for black males was $5,190 and $6,229 for Spanish males. Black females had the lowest median earnings, $2,382. Spanish females earned $3,132.

Income and educational attainment were not directly related, particularly in regard to disparities in earnings between males and females. Persons 25 years old and over had completed a median of 12 years of school in 1970 but females earned less than half that of males. Black males in the same age group completed a median of 9.7 years of school and black females completed a median of 10.5 years of school, but earned substantially less. Spanish persons were least likely to be high school graduates. Spanish males and females 25 years old and over had completed medians of 8.9 and 8.7 years of school, respectively. It is noteworthy that although Spanish were generally less educated than blacks, they had higher average earnings.

Employer reports covered over 2,000 establishments which employed about 391,000 persons in 1972. Blacks accounted for 16 percent and Spanish Surnamed Americans for eight percent of total area EEO-1 employment. Asian Americans and American Indians together accounted for less than one percent of area EEO-1 employment. Twenty-eight percent of the area's workers were women.

Overall minority representation in the ten largest industries was less than their representation in the SMSA as a whole. In four of these large industries not more than ten percent of total employees were black and in four other industries no more than six percent of total employees were Spanish Surnamed Americans.

Among the ten largest area industries, females and blacks were employed to a greater extent in Medical and Other Health Services than in other large industries. Females also held a sizeable share of total employment in the Retail General Merchandise industry. Miscellaneous Business Services employed the largest proportion of Spanish Surnamed Americans.

Differences in average income between the total population and minorities and women result largely from highly disproportionate concentrations of minorities and women in low paying jobs and high concentrations of Anglo males in the highest paying jobs. In all of the ten industries blacks were over-represented in operative, laborer and service jobs. In only one industry did black participation in craft positions exceed their overall participation. This exception was the Wholesale Trade-Durables Industry. Spanish Surnamed Americans were also over-represented in operative and laborer jobs in each industry and in service jobs in eight industries. However, in five industries Spanish representation in craft jobs exceeded their overall participation. Only one industry (Medical and Other Health Services) employed a sizeable percentage of women in higher paying managerial, professional, and technical jobs.

The occupational patterns of the various groups within the SMSA as a whole did not differ significantly from those noted in the ten largest industries. The two minority groups were concentrated in operative laborer and service jobs and females held clerical jobs predominately. In other words, minorities comprised the low level blue collar and service work force and females were the office and clerical work force while Anglo males comprised the managerial, professional, and skilled craft work force.

The distributions of Anglos differ considerably from those of minorities. Thirty-one percent of the Anglo males held managerial and professional jobs and another seven percent held technical jobs. Only six percent of the minority males held managerial and professional jobs and three percent were technicians. Four percent of the minority males were clerical workers. Anglo males were also more likely to hold craft jobs than other blue collar or service jobs. One-fourth of the Anglo male employees were craftsmen, but only four percent held laborer jobs and only three percent held service jobs. Seventeen percent of the minority males were craftsmen but, nearly one-third were operatives and nearly one-fourth were laborers. One-eighth of the minority males were service workers.

About 55 percent of the Anglo females held office and clerical jobs, 14 percent were salespersons, and another eight percent were service workers-a total of over three-fourths of Anglo women concentrated in only three job categories.

The pattern of employment of minority women was different from that of Anglo women. Minority females were highly concentrated in clerical (28 percent) and service jobs (32 percent) and to a lesser degree in sales, operative laborer and technical jobs-ninety-two percent of the minority women held jobs in these six categories. The lowest proportion of minority females and next to lowest proportion of Anglo females were in managerial jobs.

The occupational position of minorities and women has generally improved since 1970. Between 1970 and 1972, employment increased steadily in every occupational group. Black penetration of the white collar work force increased steadily; the most significant relative gain was in technical jobs. Blacks' share of blue collar jobs declined slightly overall, but the drop was confined to laborer occupations.

Spanish Surnamed Americans held about the same percent of jobs in the reported work force between 1970 and 1972. Their share of jobs changed very little in each of the job categories except laborers where Spanish employment increased 36 percent.

The most significant changes in female employment between 1970 and 1972 were in professional and technical occupations. The number of female professionals increased by 47 percent and female technicians increased by 42 percent.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE HOUSTON, TEXAS, SMSA – 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	100.0
White Collar	52.7	16.0	85.8	50.6
Offficials and Managers	16.6	2.6	3.9	1.4
Professionals	14.8	2.9	8.3	5.2
Technicians	7.2	2.9	5.0	7.6
Sales Workers	8.4	3.7	14.1	8.0
Office and Clerical	5.8	4.0	54.5	28.4
Blue Collar	44.1	72.4	6.5	17.1
Craftsmen	25.1	17.0	1.2	1.8
Operatives	14.7	31.8	3.6	7.9
Laborers	4.3	23.7	1.8	7.3
Service Workers	3.2	11.6	7.7	32.3

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF BLACK EMPLOYEES, 1970, 1971, AND 1972

HOUSTON, TEXAS	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	345,223	361,527	390,737	15.0	15.9	15.7	100.0	100.0	100.0
WHITE COLLAR	185,734	195,674	208,123	5.7	6.4	7.1	20.3	21.7	24.1
OFFICIALS AND MANAGERS.	33,076	37,088	40,842	1.9	2.5	2.7	1.2	1.6	1.8
PROFESSIONALS	37,408	39,083	41,939	2.1	2.3	3.7	1.5	1.5	2.5
TECHNICIANS	20,506	21,738	23,504	8.4	9.3	11.4	3.4	3.5	4.4
SALES WORKERS	31,783	32,375	34,168	7.8	8.3	8.8	4.8	4.7	4.5
OFFICE AND CLERICAL WORKERS . .	64,541	65,550	67,590	7.8	9.1	9.9	9.7	10.4	10.9
BLUE COLLAR	135,268	139,783	152,486	22.7	23.9	22.2	59.3	57.9	55.3
CRAFTSMEN	55,863	56,524	66,441	9.0	9.3	9.7	9.7	9.1	10.5
OPERATIVES	54,516	55,510	57,649	27.7	30.3	27.9	29.4	31.3	26.2
LABORERS	24,429	23,749	28,396	42.8	42.4	40.2	20.2	17.5	18.6
SERVICE WORKERS	24,381	26,078	30,128	43.0	45.0	41.9	20.2	20.4	20.6

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF FEMALE EMPLOYEES, 1970, 1971, AND 1972

HOUSTON, TEXAS	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	345,223	361,527	390,737	28.4	28.0	28.3	100.0	100.0	100.0
WHITE COLLAR	185,734	195,674	208,123	40.2	39.6	40.6	76.1	76.4	78.4
OFFICIALS AND MANAGERS.	33,076	37,088	40,842	8.3	8.1	8.8	2.8	2.9	3.3
PROFESSIONALS	37,408	39,083	41,939	15.8	15.5	15.7	5.7	6.0	7.5
TECHNICIANS	20,506	21,738	23,504	21.3	22.6	20.8	4.5	4.8	5.7
SALES WORKERS	31,783	32,375	34,168	40.8	40.9	40.3	13.2	13.1	12.5
OFFICE AND CLERICAL WORKERS . .	64,541	65,590	67,590	75.7	76.7	77.6	49.8	48.6	47.5
BLUE COLLAR	135,268	139,783	152,486	8.2	7.3	6.8	11.3	10.1	9.3
CRAFTSMEN	55,863	56,524	66,441	2.1	2.2	2.2	1.2	1.2	1.3
OPERATIVES	54,516	55,510	57,649	12.7	10.2	9.1	7.1	6.0	4.7
LABORERS	24,429	23,749	28,396	12.8	12.3	12.6	3.0	2.9	3.2
SERVICE WORKERS	24,381	26,678	30,128	91.8	92.3	92.3	12.4	13.5	14.3

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
SPANISH SURNAMED EMPLOYEES, 1970, 1971, AND 1972

HOUSTON, TEXAS	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	345,223	361,527	390,737	7.5	7.7	8.0	100.0	100.0	100.0
WHITE COLLAR	185,714	195,674	208,123	3.9	4.0	4.3	27.9	28.3	28.6
OFFICIALS AND MANAGERS.	33,076	37,008	40,842	1.6	1.6	1.9	2.1	2.2	2.5
PROFESSIONALS	35,008	39,003	41,939	1.9	2.3	2.8	2.6	3.2	3.7
TECHNICIANS	20,906	21,738	23,584	5.5	5.0	5.5	4.5	3.9	4.1
SALES WORKERS	31,783	32,375	34,168	4.7	5.4	5.2	5.8	6.3	5.7
OFFICE AND CLERICAL WORKERS . .	64,941	65,550	67,590	5.2	5.4	5.8	13.0	12.8	12.6
BLUE COLLAR	135,208	139,783	152,486	11.0	11.3	11.8	57.8	57.0	57.6
CRAFTSMEN	55,863	56,524	66,441	6.8	7.2	7.4	14.6	14.8	15.7
OPERATIVES	54,916	59,510	57,649	12.1	12.0	12.1	25.8	25.8	22.3
LABORERS	24,429	23,749	28,396	18.4	19.1	21.6	17.4	16.4	19.6
SERVICE WORKERS	24,301	26,070	30,128	15.2	15.6	14.3	14.3	14.7	13.8

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES
IN THE HOUSTON, TEXAS, SMSA

MISC. SERVICES

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICF WORKERS
	32,970	14,006	2,070	4,773	3,391	231	2,741	18,632	11,558	4,966	2,108	332
% WHO WERF:												
FEMALE	7.4	16.9	1.7	6.5	6.1	3.0	65.7	.2		.6		8.1
BLACK	10.2	3.7	.9	2.1	5.0	2.6	8.1	14.6	7.5	18.1	45.5	32.2
SSA	7.0	3.5	1.0	3.0	5.6	1.7	4.5	9.6	6.5	10.0	25.7	8.7
ASIAN AMER	.4	.8	.2	1.8	.6		.2					
INDIAN	.8	.1	.1	.1	.1		.1	1.3	1.4	1.0	1.1	

MEDICAL+OTHER HEALTH SERVICES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	27,003	17,156	1,188	6,003	5,258	19	4,688	1,528	617	632	279	8,319
% WHO WERE:												
FEMALE	79.6	83.4	61.4	81.0	81.7	73.7	94.0	44.4	23.2	57.4	61.6	78.1
BLACK	33.7	19.8	11.0	11.1	32.6	15.8	18.7	40.6	20.3	58.1	46.2	61.3
SSA	6.9	6.3	2.5	4.6	7.7	5.3	7.9	9.2	4.9	8.4	20.4	7.8
ASIAN AMER	1.1	1.5	.3	3.5	.4		.3	.8	1.5	.5		.3
INDIAN	.1	.1	.1	.1	.1		.1	.2	.2	.3		.2

CHEMICALS AND ALLIED PRODUCTS

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	26,170	12,822	4,211	2,696	2,126	1,129	2,660	12,974	5,462	6,474	1,038	374
% WHO WERE:												
FEMALE	8.4	16.6	.8	2.7	2.8	.5	73.4	.4	.1	.6	.9	2.7
BLACK	7.5	2.2	.8	1.3	4.0	.5	4.8	12.1	5.4	14.1	34.2	26.5
SSA	3.7	1.9	.7	2.2	2.7	.3	3.8	5.4	3.3	5.9	13.5	7.2
ASIAN AMER	.1	.2		.7	.1		.1					
INDIAN	.2	.2	.2		.3	.2	.1	.1	.1	.1	.5	.5

PETROLEUM + COAL PRODUCTS

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	22,525	15,838	3,693	5,523	1,013	366	5,243	6,567	4,408	1,430	629	220
% WHO WERE:												
FEMALE	20.2	28.6	1.7	5.4	7.3		78.1	.2	.2	.1		5.0
BLACK	7.2	4.4	.5	1.9	5.2	2.5	9.8	13.0	5.7	21.3	45.5	34.5
SSA	3.4	2.8	.5	1.1	4.7	.5	5.8	4.7	2.8	8.2	10.3	8.2
ASIAN AMER	.3	.4	.1	.6	.1	.3	.5			.1		
INDIAN	.1	.1		.1	.3	.3	.2	.1	.1	.2	.3	.5

FABRICATED METAL PRODUCTS

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICF WORKERS
	19,908	6,103	2,054	725	956	455	1,913	13,598	5,934	5,109	2,559	207
% WHO WERE:												
FEMALE	7.8	19.8	1.2	4.3	6.2	1.8	56.9	2.4		2.2	8.4	1.9
BLACK	17.7	2.3	1.8	1.0	3.3	.2	3.2	24.3	11.3	34.1	35.1	39.6
SSA	8.1	2.2	1.2	1.9	4.4	.2	2.8	10.7	7.3	9.5	21.1	7.7
ASIAN AMER	.1	.3		1.7	.3	.2	.1	.1	.1		.1	
INDIAN	.3	.1	.2		.1	.2	.1	.4	.2	.2	1.4	

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES
IN THE HOUSTON, TEXAS, SMSA (Cont.)

WHITE COLLAR WORKERS — BLUE COLLAR WORKERS

RETAIL GENERAL MERCHANDISE

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	19,437	14,829	2,213	117	196	8,807	3,496	2,840	832	824	1,184	1,768
% WHO WERE:												
FEMALE	65.1	72.0	34.9	49.6	49.5	75.1	89.7	32.8	19.0	42.2	36.0	98.7
BLACK	15.1	10.1	5.4	7.7	13.8	10.4	12.1	24.2	13.2	28.8	28.6	43.1
SSA	7.7	6.3	3.8	6.0	15.8	6.2	7.7	14.9	17.3	11.5	15.5	7.7
ASIAN AMER	.2	.3	.1	.9	1.0	.3	.2	.2	.2		.4	.2
INDIAN	.5	.6	.6			.6	.4	.2	.2		.3	.5

WHOLESALE TRADE DURABLES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	18,962	11,732	2,374	1,062	1,068	3,054	4,174	6,997	2,487	2,872	1,638	233
% WHO WERE:												
FEMALE	20.4	29.1	3.1	6.0	8.0	3.8	73.8	5.9	3.1	6.7	9.1	18.0
BLACK	17.3	4.6	2.7	1.9	4.0	3.8	7.2	37.6	21.8	43.7	51.0	45.9
SSA	6.2	3.1	1.9	1.8	3.8	1.9	4.7	11.2	10.5	10.5	13.7	7.7
ASIAN AMER	.4	.5	.6	.7	.5	.6	.5		.1		.1	
INDIAN	.2	.2	.3	.5	.3	.1	.1	.1			.2	

OIL AND GAS EXTRACTION

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	16,518	10,961	2,313	3,554	1,642	200	3,252	5,178	2,167	2,194	817	379
% WHO WERE:												
FEMALE	17.6	24.9	1.7	4.1	7.7		74.3	2.8	.6	4.0	9.1	10.8
BLACK	4.7	3.1	.6	1.0	3.0	2.5	7.2	6.6	1.8	11.2	7.2	23.2
SSA	4.7	2.6	.7	1.5	4.4	.5	4.4	9.1	3.0	10.3	21.9	4.5
ASIAN AMER	.3	.4		.8	.2	.5	.2	.1		.3		
INDIAN	.3	.3	.3	.4	.1	.5	.4	.1	.1	.1	.1	

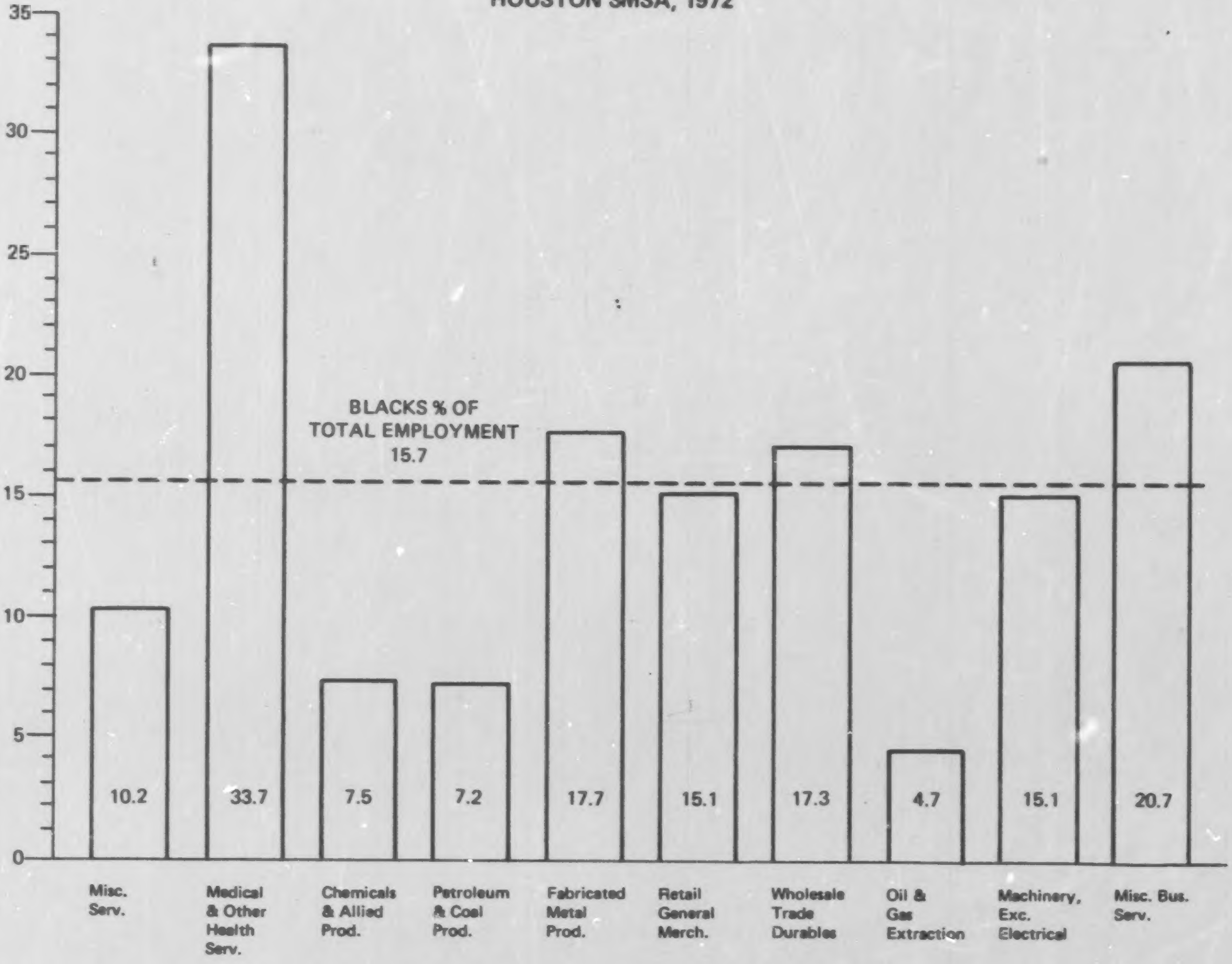
MACHINERY, EXC. ELECTRICAL

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	16,154	6,519	1,726	930	972	915	1,976	9,500	5,293	3,335	872	135
% WHO WERE:												
FEMALE	10.9	21.7	2.1	4.8	3.5	2.3	64.7	3.6	.9	6.1	10.8	3.0
BLACK	15.1	2.4	1.5	1.2	3.6	.4	4.1	23.2	13.2	33.5	43.9	57.0
SSA	7.2	2.2	1.0	2.3	2.2	.7	3.9	10.7	8.3	13.2	15.8	7.4
ASIAN AMER	.2	.3	.5	.8	.2		.2	.1		.1	.2	
INDIAN	.3	.4	.7	.5	.2		.3	.3	.4	.1	.2	.7

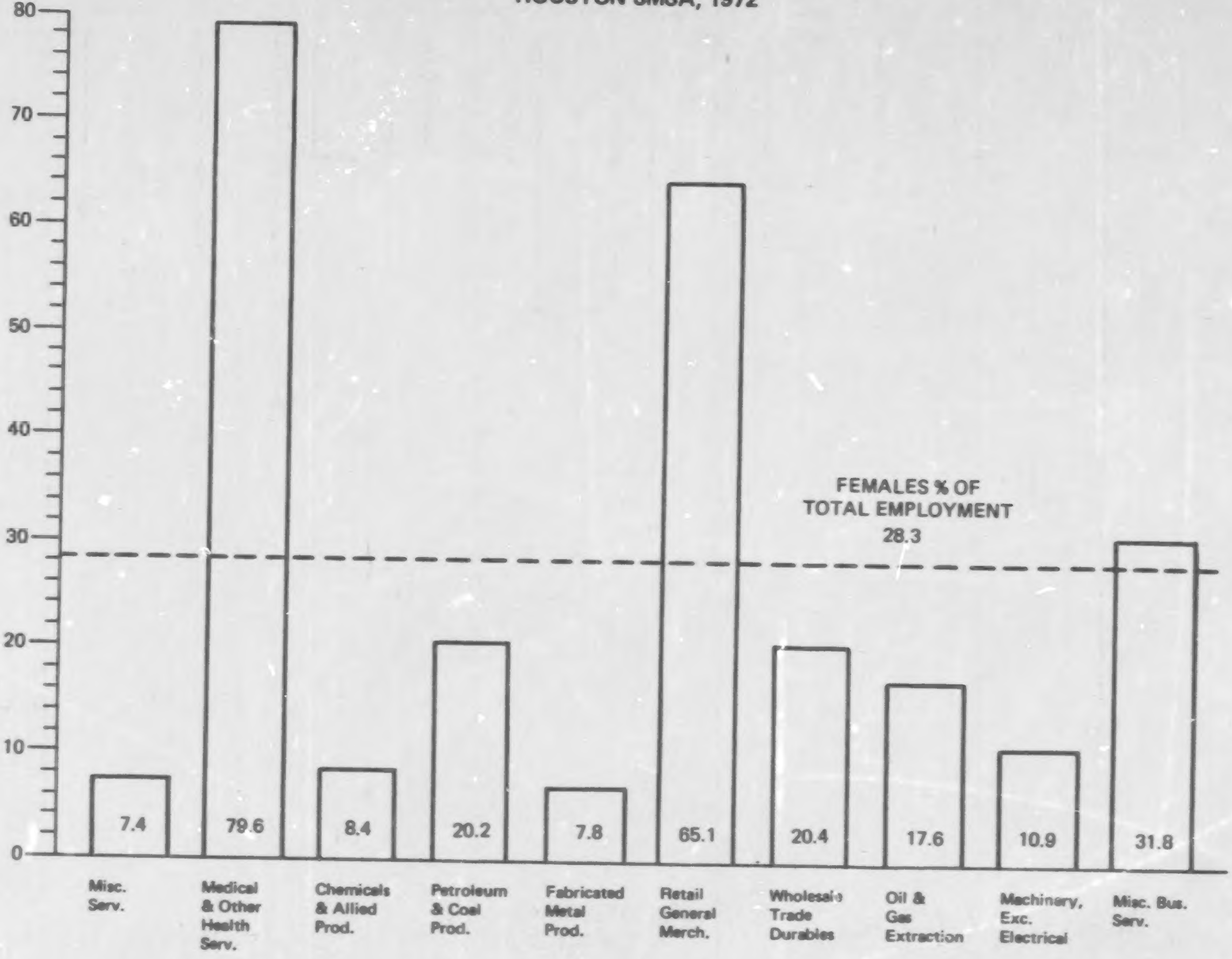
MISCELLANEOUS BUSINESS SERVICE

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	12,648	4,967	920	921	525	442	2,139	3,780	805	1,247	1,728	3,921
% WHO WERE:												
FEMALE	31.8	36.6	7.8	8.8	12.2	4.8	73.5	28.3	15.5	32.9	31.0	29.2
BLACK	20.7	6.2	5.3	1.1	2.3	5.4	9.8	31.6	11.8	40.1	34.7	28.7
SSA	20.1	4.4	2.8	2.3	5.0	6.6	5.4	24.7	10.7	14.7	30.4	35.6
ASIAN AMER	.2	.4	.1	1.2	.6		.1	.1	.1		.1	.2
INDIAN	.1	.2	.3	.2			.1	.1		.1	.1	.1

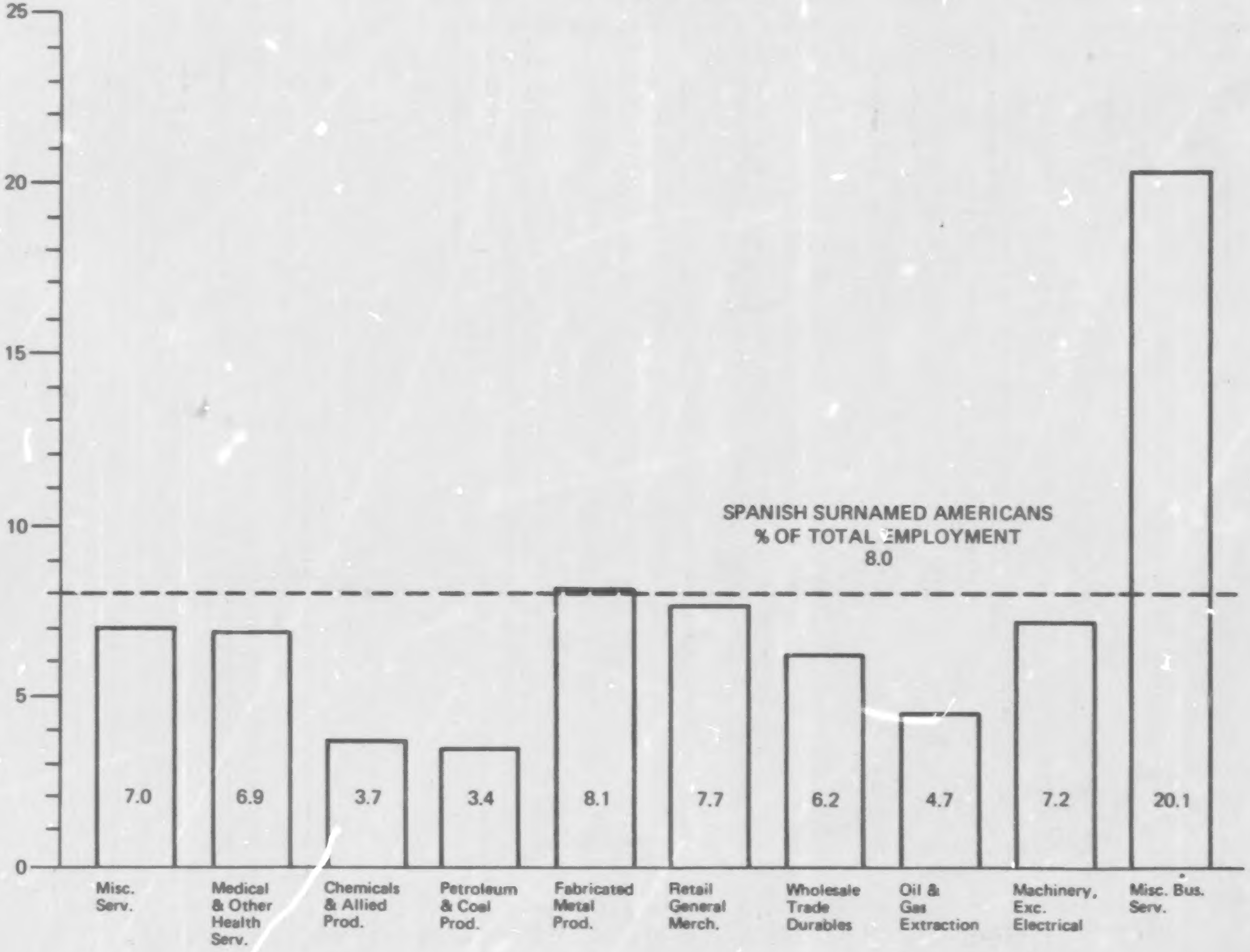
PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE HOUSTON SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE HOUSTON SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY SPANISH SURNAMED AMERICANS IN SELECTED MAJOR INDUSTRIES IN THE HOUSTON SMSA, 1972



LOS ANGELES—LONG BEACH

In 1972, the Los Angeles population was slightly below seven million, a decline from the 1970 level of less than one percent. Spanish Surnamed Americans, the largest minority group, constituted about 18 percent of the population. The black population comprised about 11 percent of the SMSA population. The largest urban concentration of Asian Americans and American Indians in the continental United States was in the Los Angeles SMSA. In 1970, about 180,000 Asian Americans lived in the SMSA and 25,000 Americans Indians resided therein. Females accounted for about half of the population.

About 62 percent of the SMSA civilian population comprised the civilian labor force 16 years and older in 1972. Blacks and other races in the force numbered 469,000 or 13 percent of the SMSA labor force. Thirty-five percent of the labor force were females aged 20 years and older.

Median income for males in the SMSA in 1969 was $8,505 but only $4,461 for females. Comparable income for black males and females was $6,647 and $4,041 respectively. Spanish Surnamed males had higher median income than blacks, $7,066. However, median income for Spanish Surnamed females was only $3,773.

Income data for Asian Americans as a group were not available. Median income of Japanese males in 1969 was $7,890; of Chinese males $5,916; and Filipino males $8,568. Respective median earnings for women were $3,582; $2,883 and $6,644. Median earnings for both Filipino males and females exceeded the median earnings for males and females in the SMSA as a whole. Median earnings of American Indians were the lowest of all ethnic groups on a male/female basis: $5,690 for males and $2,582 for females.

According to the statistics cited above, males of a specific race/ethnic group earned substantially more than the females of the same group. However, data on the educational attainment of these persons over 24 years of age indicated that the differences in educational attainment were not the sole reason for large gaps in earnings.

Median school years completed for males in the SMSA was 12.5 years and 12.3 for females. Black males and females had the same median years of school completed, 12.1 Spanish females were less educated than Spanish males, completing 10.4 years of school compared with 11.0 for Spanish males.

Educational data for the Asian American and American Indian population were available only for the total population, not by sex. Each of the Asian groups had higher educational attainment than did the population as a whole but with the exception of Filipinos, earned less. Japanese Americans completed 12.6 years, Chinese Americans 12.8 years and Filipino Americans 12.9 years. American Indians completed 11.8 years.

The income differentials cited above were also suggested by the EEO-1 data. Minoirites and women were concentrated in low paying occupational groups and in industries where wages were rather low.

The ten largest industries in the area, as determined by EEO-1 reports, accounted for half of the SMSA reported employment, 54 percent of the Asian American employment, 48 percent of the black work force, 45 percent of the American Indians and 37 percent of the Spanish Surnamed Americans.

Among the ten largest industries, females and minorities were most visible in Medical and Other Health Services. The participation rate for each minority group (except Spanish Surnamed Americans) and for women collectively, was highest in that industry. Spanish Surnamed Americans had their highest representation in Food and Kindred Products.

The ramifications of the differences in educational attainment of the various groups is reflected to some extent in their employment patterns. In eight of the ten largest industries, blacks were over-represented in operative, laborer and service jobs. In only one industry did the participation of blacks in skilled craft occupations exceed their overall participation in the work force. This rarity occurred in the Transportation Equipment industry.

Spanish Surnamed Americans were over-represented in operative and laborer job categories in each of the ten major industries. In addition, in each of these industries, their participation in skilled craft positions also exceeded their overall rate of employment. In nine of the ten largest industries, Asian Americans were in professional and technical jobs. In one industry, Wholesale Trade-Durables, they were slightly over parity in managerial positions. The concentration of American Indians in the job categories was varied and no particular pattern surfaced. However, it is noteworthy that in three of the major industries, the representation of American Indians exceeded parity in managerial classifications.

In each of the ten industries, females were overwhelmingly employed in office and clerical jobs. In only one industry, Medical and Other Health Services, did female participation in professional jobs exceed their overall participation.

In the SMSA, minorities comprised 27 percent of the reported work force. The largest minority group was Spanish Surnamed Americans who were 15 percent of total employment. Blacks were nine percent of the work force, Asian Americans were three percent and Americans Indians comprised less than one percent. Thirty-five percent of the workers were female.

The occupational patterns of each of the aforementioned groups in the ten major industries did not differ significantly from those of the SMSA as a whole. In the SMSA, minorities in general, were concentrated in operative, laborer and service occupations. Females were concentrated in office and clerical jobs. More specifically, blacks and Spanish Surnamed Americans were more of blue collar work force than were other minorities. In addition, blacks were more likely than other workers to be service workers. Notably, a greater proportion of Asian Americans were white collar workers than the comparable proportion of Anglos.

A greater percentage of American Indians were in managerial and skilled craft positions than any of the other minority groups. They exceeded parity in both of these occupational classifications. Seventy percent of all females were white collar workers; 46 percent were office workers. In addition, more than half of the female blue collar workers were operatives.

The occupational distributions of Anglo males, minority males, Anglo females and minority females show some very striking, but not surprising, differences. The proportion of Anglo males in white collar jobs ranged from six percent in technical jobs to 17 percent in professional and managerial jobs. However, minority males' distribution was from four percent in technical, sales and managerial positions to six percent in clerical positions.

The progression of Anglo males in blue collar jobs is similar, i.e., lowest proportion in the least economically regarding jobs to the highest proportion in the better jobs. The range was from four percent laborers to 20 percent skilled craft workers. On the other hand, the range of minority males was from 16 percent laborers to 30 percent operatives. Only five percent of the Anglo males were service workers compared with 12 percent of the minority males.

In terms of highest concentration first, Anglo females were concentrated in clerical, sales and operative jobs. Minority females were concentrated in clerical, operative and service jobs. About 70 of each of these female groups were classified in the three respective categories. The lowest proportion of minority females was in managerial occupations which ranked sixth in relative importance for Anglo females.

Between 1970 and 1972, total reported employment in the SMSA declined by two percent. However, total minority employment increased four and one-half percent. This increase in minority employment was experienced only by SSA's and Asian Americans; black and American Indian employment dropped during this period. Female employment declined slightly. Although total employment declined, employment did increase in three job categories: managerial, sales, and service. Generally, the occupational position of the different minorities and females did show shifts toward greater concentration in the job categories with the higher average earnings.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE LOS ANGELES – LONG BEACH, CALIF., SMSA – 1972

Occupational Group	Anglo Males	Minority males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	100.0
White Collar	57.4	24.2	77.6	52.2
Officials and Managers	16.9	4.4	5.0	1.7
Professionals	17.4	5.3	7.6	4.4
Technicians	6.2	4.2	3.2	3.4
Sales Workers	10.3	4.2	12.1	5.7
Office and Clerical	6.6	6.2	49.7	37.1
Blue Collar	38.0	64.2	13.9	35.6
Craftsmen	20.0	18.3	2.4	4.4
Operatives	14.0	29.6	8.7	19.9
Laborers	4.1	16.3	2.8	11.3
Service Workers	4.6	11.6	8.5	12.2

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF BLACK EMPLOYEES, 1970, 1971, AND 1972

LOS ANGELES-LONG BEACH, CALIF	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	1,241,780	1,179,898	1,216,637	8.6	8.6	8.5	100.0	100.0	100.0
WHITE COLLAR	703,166	680,337	687,123	5.1	5.3	5.5	33.3	35.6	36.5
OFFICIALS AND MANAGERS.	118,432	120,139	125,238	2.1	2.4	2.6	2.4	2.8	3.1
PROFESSIONALS	155,155	145,599	141,162	2.3	2.5	2.8	3.4	3.6	3.7
TECHNICIANS	68,113	61,030	58,776	6.7	7.0	7.4	4.3	4.2	4.2
SALES WORKERS	103,704	103,706	113,074	5.1	5.0	4.9	5.0	5.1	5.4
OFFICE AND CLERICAL WORKERS . .	257,796	249,503	248,873	7.6	8.0	8.4	18.3	19.9	20.1
BLUE COLLAR	452,854	412,302	438,395	11.5	11.1	10.9	48.5	45.3	44.1
CRAFTSMEN	168,575	155,480	166,748	6.4	6.4	6.7	10.0	9.8	10.8
OPERATIVES	201,138	182,156	192,588	13.7	13.5	13.4	25.8	24.3	24.8
LABORERS	83,141	74,666	79,019	16.4	15.1	13.8	12.7	11.2	10.5
SERVICE WORKERS	85,766	87,259	91,159	22.0	22.2	19.8	18.3	19.1	17.4

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF FEMALE EMPLOYEES, 1970, 1971, AND 1972

LOS ANGELES-LONG BEACH, CALIF	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	1,241,780	1,179,898	1,216,637	34.6	34.7	35.2	100.0	100.0	100.0
WHITE COLLAR	703,166	680,337	687,123	42.6	43.4	44.0	69.7	72.0	70.5
OFFICIALS AND MANAGERS.	118,432	120,139	125,238	11.8	12.9	13.9	3.2	3.8	4.1
PROFESSIONALS	155,155	145,599	141,162	17.5	18.8	20.4	6.3	6.7	6.7
TECHNICIANS	68,113	61,030	58,776	22.4	23.2	23.9	3.6	3.5	3.3
SALES WORKERS	103,704	103,706	113,074	40.9	39.9	38.9	9.9	10.1	10.3
OFFICE AND CLERICAL WORKERS . .	257,756	249,503	248,873	77.9	78.8	75.5	46.7	48.8	46.2
BLUE COLLAR	452,894	412,302	438,395	20.6	18.7	19.6	21.7	18.8	20.0
CRAFTSMEN	168,575	155,480	166,748	7.7	6.9	7.7	3.0	2.6	3.0
OPERATIVES	201,138	182,156	192,588	27.1	24.5	26.4	12.7	10.9	11.9
LABORERS	83,141	74,646	79,019	31.3	28.9	27.9	6.0	5.3	5.1
SERVICE WORKERS	85,766	87,259	91,159	42.9	43.0	44.8	8.6	9.2	9.5

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
SPANISH SURNAMED EMPLOYEES, 1970, 1971, AND 1972

LOS ANGELES-LONG BEACH, CALIF				PARTICIPATION RATES			OCCUPATIONAL DISTRIBUTION		
	1970	1971	1972	1970	1971	1972	1970	1971	1972
TOTAL EMPLOYEES	1,241,780	1,179,898	1,216,637	13.1	13.3	14.5	100.0	100.0	100.0
WHITE COLLAR	703,160	680,337	687,123	5.9	6.3	6.7	25.4	27.2	26.0
OFFICIALS AND MANAGERS.	118,432	120,139	125,238	3.2	3.6	4.0	2.3	2.6	2.8
PROFESSIONALS	155,155	145,959	141,162	2.6	2.8	3.2	2.5	2.6	2.6
TECHNICIANS	68,113	61,030	58,776	7.0	7.5	8.0	2.9	2.9	2.7
SALES WORKERS	103,704	103,706	113,074	5.6	5.9	6.1	3.6	3.9	3.9
OFFICE AND CLERICAL WORKERS . .	257,756	249,503	248,873	8.9	9.4	10.0	14.0	15.0	14.1
BLUE COLLAR	452,854	412,302	438,355	23.9	24.1	26.0	66.4	63.5	64.5
CRAFTSMEN	168,575	155,480	166,748	14.1	14.3	16.4	14.6	14.2	15.5
OPERATIVES	201,138	182,156	192,588	26.3	26.5	27.8	32.5	30.9	30.2
LABORERS	83,141	74,666	79,019	37.8	38.4	42.1	19.3	18.3	18.8
SERVICE WORKERS	85,766	87,259	91,159	15.7	16.7	18.4	8.3	9.3	9.5

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1[illegible]

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
ASIAN AMERICAN EMPLOYEES, 1970, 1971, AND 1972

LOS ANGELES-LONG BEACH, CALIF				PARTICIPATION RATES			OCCUPATIONAL DISTRIBUTION		
	1970	1971	1972	1970	1971	1972	1970	1971	1972
TOTAL EMPLOYEES	1,241,780	1,179,898	1,216,637	2.7	2.9	3.1	100.0	100.0	100.0
WHITE COLLAR	703,160	680,337	687,123	3.2	3.5	3.7	67.2	69.5	67.9
OFFICIALS AND MANAGERS.	118,432	120,139	125,238	1.4	1.5	1.7	5.1	5.5	5.8
PROFESSIONALS	155,155	145,959	141,162	4.2	4.7	5.2	19.7	23.5	19.4
TECHNICIANS	68,113	61,030	58,776	4.6	5.1	5.5	9.4	9.3	8.6
SALES WORKERS	103,704	103,706	113,074	2.1	2.2	2.3	6.7	6.7	7.0
OFFICE AND CLERICAL WORKERS . .	257,756	249,503	248,873	3.4	3.7	4.1	26.3	27.6	27.1
BLUE COLLAR	452,854	412,302	438,355	1.9	2.0	2.1	26.6	23.9	24.3
CRAFTSMEN	168,575	155,480	166,748	1.8	1.8	1.9	9.1	8.2	8.5
OPERATIVES	201,138	182,156	192,588	1.8	1.8	2.0	11.1	9.5	10.2
LABORERS	83,141	74,666	79,019	2.5	2.8	2.7	6.3	6.2	5.6
SERVICE WORKERS	85,766	87,259	91,159	2.4	2.6	3.2	6.2	6.6	7.8

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF INDIAN EMPLOYEES, 1970, 1971, AND 1972

LOS ANGELES-LONG BEACH, CALIF				PARTICIPATION RATES			OCCUPATIONAL DISTRIBUTION		
	1970	1971	1972	1970	1971	1972	1970	1971	1972
TOTAL EMPLOYEES	1,241,780	1,179,898	1,216,637	0.5	0.4	0.4	100.0	100.0	100.0
WHITE COLLAR	703,160	680,337	687,123	0.4	0.3	0.3	46.9	47.1	47.1
OFFICIALS AND MANAGERS.	118,432	125,139	125,238	0.4	0.3	0.4	7.0	9.7	10.8
PROFESSIONALS	195,195	145,959	141,162	0.2	0.2	0.2	4.7	6.9	7.1
TECHNICIANS	68,113	61,030	58,776	0.5	0.4	0.4	5.9	5.9	4.5
SALES WORKERS	103,706	103,706	113,074	0.9	0.2	0.3	14.8	5.1	5.9
OFFICE AND CLERICAL WORKERS . .	257,756	249,503	248,873	0.3	0.3	0.4	14.6	19.6	18.7
BLUE COLLAR	452,854	412,302	438,355	0.6	0.5	0.5	47.9	45.6	45.6
CRAFTSMEN	168,575	155,480	166,760	0.6	0.4	0.5	15.8	16.1	17.0
OPERATIVES	201,138	182,156	192,588	0.6	0.5	0.5	20.9	21.1	20.1
LABORERS	83,141	74,666	79,019	0.8	0.5	0.5	11.2	8.3	8.4
SERVICE WORKERS	85,766	87,259	91,159	0.4	0.3	0.4	5.2	7.3	7.3

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES
IN THE LOS ANGELES-LONG BEACH, CALIFORNIA, SMSA

TRANSPORTATION EQUIPMENT

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	124,772	61,810	11,443	27,740	4,750	543	17,334	60,792	30,794	27,477	2,521	2,170
% WHO WERE:												
FEMALE	16.8	21.9	2.6	4.5	13.0	3.5	65.3	11.8	6.4	17.9	12.1	10.5
BLACK	8.1	2.9	2.1	1.6	4.4	1.1	5.2	13.0	8.7	17.5	15.3	19.3
SSA	10.1	3.6	2.7	2.6	6.9	.9	5.1	16.5	11.2	19.7	46.0	13.1
ASIAN AMER	1.8	2.3	.7	3.4	3.2		1.4	1.3	1.4	1.3	1.8	.6
INDIAN	.4	.5	.8	.4	.5		.5	.4	.4	.4	.4	.6

ELECTRICAL EQUIPMENT +SUPPLIES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	79,974	47,061	9,671	16,865	6,883	1,591	12,051	31,819	10,577	17,507	3,655	1,094
% WHO WERE:												
FEMALE	30.9	23.9	3.9	5.4	10.3	14.6	74.7	41.9	16.1	56.4	46.5	11.0
BLACK	6.7	3.6	1.9	2.4	5.4	.9	6.1	10.5	5.2	13.3	12.3	31.7
SSA	13.8	4.7	3.0	2.7	8.4	2.5	7.1	27.1	17.4	28.8	47.2	13.4
ASIAN AMER	3.3	3.7	2.2	4.9	6.0	.9	2.2	2.8	2.2	2.9	4.1	.6
INDIAN	.5	.4	.4	.3	.4	.2	.5	.5	.5	.6	.4	.6

RETAIL GENERAL MERCHANDISE

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	67,260	52,884	8,139	609	396	30,503	13,239	8,909	1,949	2,303	4,657	5,387
% WHO WERE:												
FEMALE	66.2	73.0	37.6	57.3	35.3	76.6	88.2	33.6	16.1	40.7	37.2	54.2
BLACK	7.8	6.2	2.9	2.6	14.5	6.2	8.3	11.2	5.9	11.5	13.3	17.1
SSA	12.7	9.8	4.9	9.5	16.5	7.8	[illegible]	30.0	17.2	20.4	40.3	12.1
ASIAN AMER	2.8	2.7	1.4	5.7	9.4	2.2	4.5	3.2	3.3	3.5	2.9	2.9
INDIAN	.3	.3	.3	.3	1.0	.2	.3	.4	.3	.2	.5	.2

MISCELLANEOUS BUSINESS SERVICE

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	65,625	35,635	7,063	8,002	3,758	1,207	15,605	18,630	13,199	3,530	1,901	11,360
% WHO WERE:												
FEMALE	31.2	46.4	14.8	10.2	12.9	17.3	89.5	11.4	5.6	29.2	18.8	16.1
BLACK	11.8	4.5	2.5	1.9	3.6	2.1	7.0	10.4	5.5	24.8	17.7	36.9
SSA	8.2	4.5	2.2	2.1	5.3	2.9	6.8	13.0	9.8	16.1	29.3	11.8
ASIAN AMER	2.3	2.8	1.3	4.6	3.2	2.2	2.4	1.6	1.3	2.0	2.4	1.9
INDIAN	.4	.4	.4	.2	.3	.7	.4	.4	.3	.6	.8	.4

MEDICAL+OTHER HEALTH SERVICES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	59,920	38,117	3,786	15,062	8,117	427	10,725	4,832	1,010	2,143	1,679	16,971
% WHO WERE:												
FEMALE	77.6	82.8	62.3	86.8	74.1	87.8	90.8	54.3	26.5	62.4	60.6	72.6
BLACK	13.3	9.9	6.2	5.8	18.2	11.5	10.7	12.9	6.1	11.5	18.6	20.9
SSA	11.1	6.3	3.7	4.8	8.3	5.2	8.1	19.4	12.8	16.1	27.6	19.4
ASIAN AMER	6.3	7.6	3.6	11.8	7.4	1.4	3.6	3.5	3.7	2.1	5.1	4.8
INDIAN	.2	.2	.2	.2	.3		.3	.2	.4	.2	.1	.2

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES
IN THE LOS ANGELES-LONG BEACH, CALIFORNIA, SMSA (Cont.)

WHITE COLLAR WORKERS — BLUE COLLAR WORKERS

WHOLESALE TRADE DURABLES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	57,838	39,302	7,415	2,438	3,089	14,660	11,700	17,555	4,342	8,713	4,500	981
% WHO WERE:												
FEMALE	23.0	26.3	5.0	11.0	6.5	5.1	74.7	15.4	4.3	16.1	24.8	28.5
BLACK	5.5	3.2	1.4	2.4	4.8	2.9	4.5	10.0	5.5	11.0	12.3	18.0
SSA	11.2	5.4	2.9	3.3	7.0	3.8	8.8	23.8	15.6	22.8	33.7	20.1
ASIAN AMER	3.2	3.5	3.3	4.8	5.6	1.5	5.1	2.5	3.3	1.7	3.2	4.1
INDIAN	.4	.4	.3	.2	.6	.3	.4	.4	.4	.4	.2	.5

BANKING

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	45,149	42,603	9,789	1,605	635	149	30,425	1,482	429	1,012	41	1,064
% WHO WERE:												
FEMALE	66.4	68.4	23.5	37.8	35.7	8.7	85.4	34.3	7.0	47.2	2.4	32.8
BLACK	8.3	7.3	2.6	3.0	10.2	4.0	9.1	14.7	15.4	14.9	2.4	35.6
SSA	13.1	12.5	4.4	5.0	15.9	3.4	15.5	25.8	23.5	26.2	39.0	18.0
ASIAN AMER	6.1	6.0	2.6	7.4	8.8	.7	7.0	10.1	6.1	12.1	2.4	4.8
INDIAN	.2	.2	.2	.1	.3		.2					.6

COMMUNICATION

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	39,545	31,209	5,106	3,680	2,274	1,651	18,498	8,074	7,476	583	15	262
% WHO WERE:												
FEMALE	53.2	66.5	36.1	21.4	7.5	42.2	93.2	1.7	1.0	10.8	13.3	59.7
BLACK	11.9	12.8	4.0	2.5	4.3	6.5	18.9	7.6	7.2	12.3	33.3	37.8
SSA	7.6	7.3	3.2	2.9	5.6	4.1	9.8	8.7	8.2	14.6	33.3	9.9
ASIAN AMER	1.7	1.7	.7	.9	1.5	1.2	2.1	1.8	1.8	1.7		4.2
INDIAN	.2	.2	.1	.3	.3	.1	.2	.2	.2	.5		.8

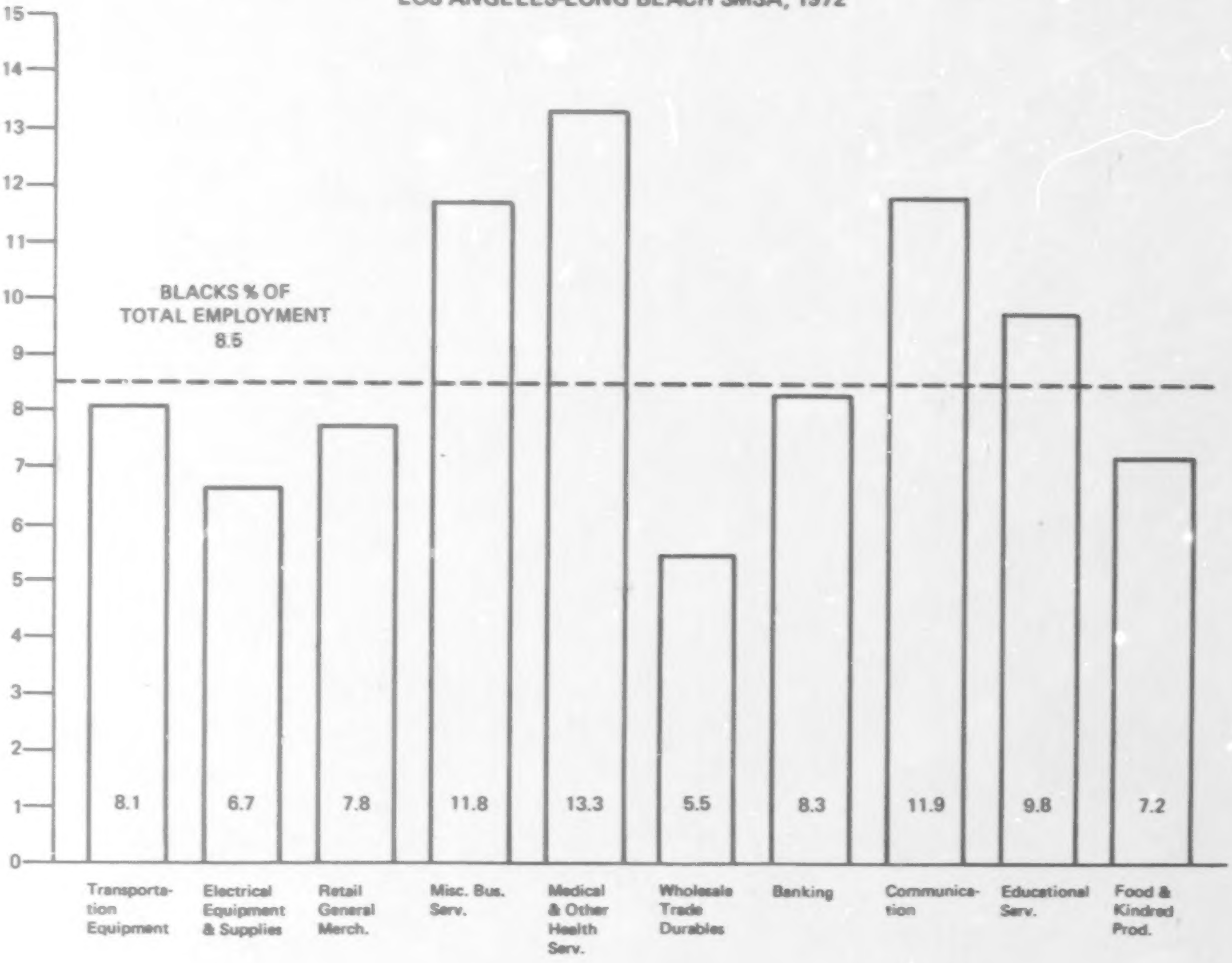
EDUCATIONAL SERVICES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	38,215	32,520	2,091	16,863	2,930	182	10,454	2,318	798	511	1,009	3,377
% WHO WERE:												
FEMALE	42.6	45.2	32.0	29.0	37.3	57.1	75.8	15.5	6.3	13.7	23.7	36.2
BLACK	9.8	7.2	7.2	1.6	14.6	6.6	10.8	11.1	4.3	14.7	14.7	33.6
SSA	6.3	4.7	5.5	2.7	5.8	12.1	7.2	10.9	9.4	16.4	9.2	19.1
ASIAN AMER	5.0	5.2	1.9	5.7	6.6	3.3	4.8	4.5	1.6	2.9	7.5	3.2
INDIAN	.3	.3	.6	.2	.3	1.1	.3	.7	.9	1.0	.5	.2

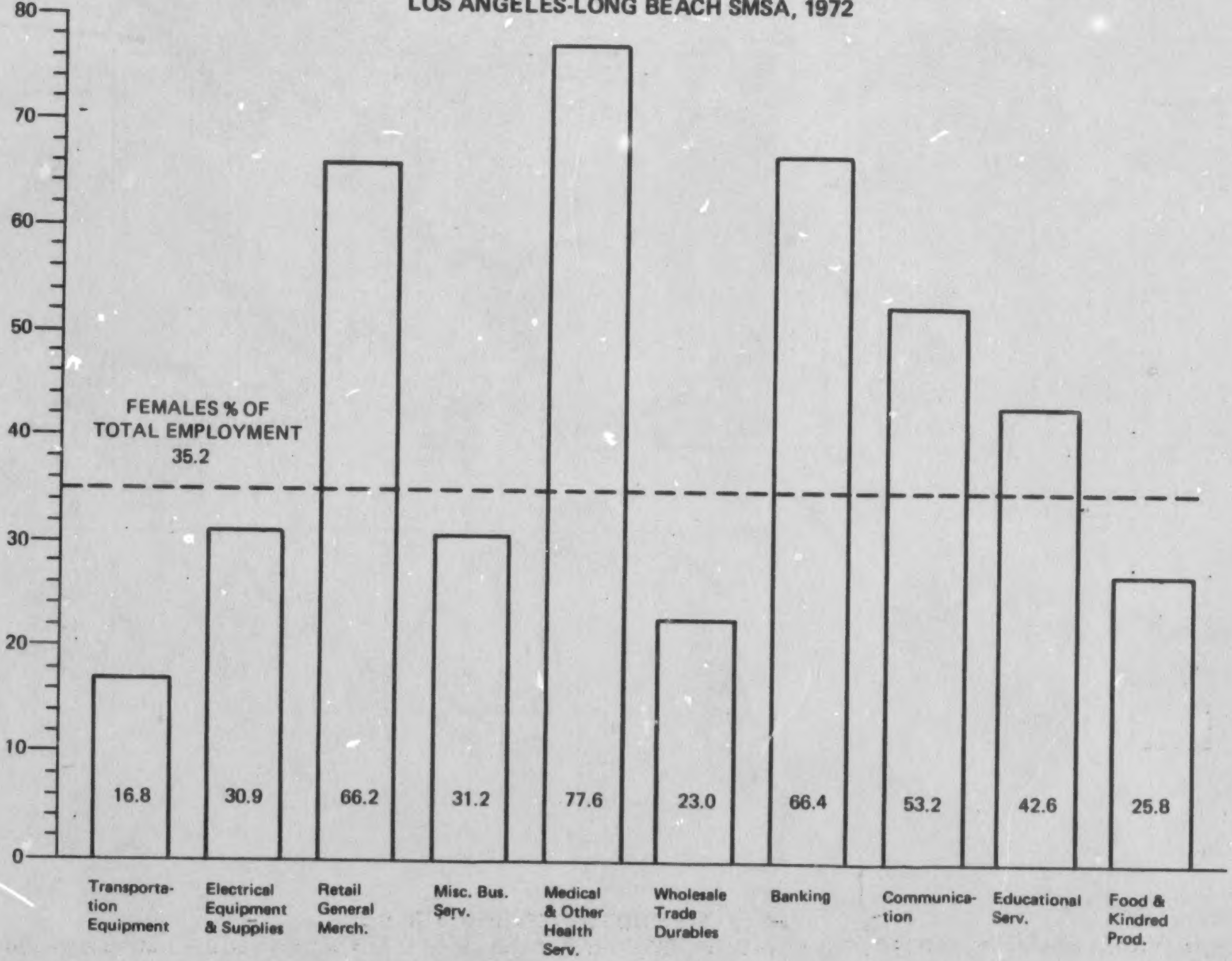
FOOD AND KINDRED PRODUCTS

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	37,239	13,200	3,058	717	405	5,966	3,054	21,952	4,616	8,985	8,351	2,087
% WHO WERE:												
FEMALE	25.8	30.4	5.0	14.9	17.3	24.0	73.6	22.2	7.4	11.9	41.6	34.0
BLACK	7.2	3.6	2.5	1.7	4.7	4.3	3.8	9.0	6.5	8.5	10.9	10.3
SSA	25.2	5.5	4.3	3.5	12.6	4.5	8.1	37.3	29.5	31.3	48.0	23.3
ASIAN AMER	2.6	1.9	1.4	5.9	7.7	.4	3.7	3.1	2.1	1.4	5.5	2.4
INDIAN	.5	.6	.8	1.4	.2	.3	.9	.5	.5	.5	.5	.4

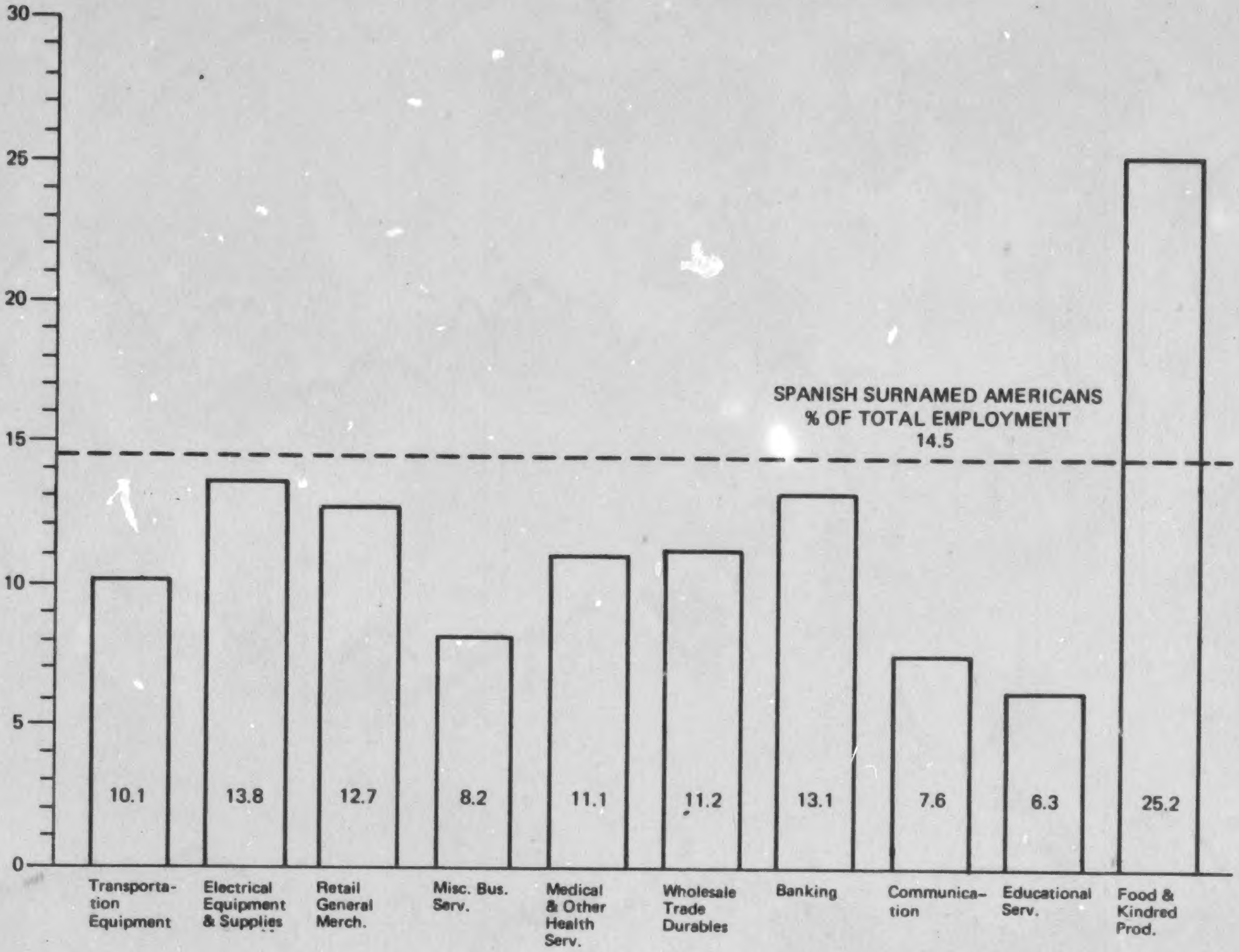
PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES [illegible] THE LOS ANGELES-LONG BEACH SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE LOS ANGELES-LONG BEACH SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY SPANISH SURNAMED AMERICANS IN SELECTED MAJOR INDUSTRIES IN THE LOS ANGELES-LONG BEACH SMSA, 1972



MEMPHIS, TENNESSEE–ARKANSAS

There were about 783 thousand residents in the Memphis SMSA in 1972. Nearly 38 percent of them were black and the majority, 52 percent, were women.

The 1972 labor force was estimated at 312,000. Blacks comprised about 31 percent of the labor force and females were almost two-fifths of the labor force.

Earning differentials between males and females and between blacks and the total population were indicative of the lower paying occupational positions held by blacks and women. In 1969, the median income of all males in the SMSA was $6,642; females earned only half as much. Black males, however, earned only $4,210, less than two-thirds of total male earnings. Black females had median earnings of only $2,312. Employer reports of the larger establishments in 1972 suggest, by the occupational patterns, that the relative positions in earnings have not changed since 1969.

The lower educational attainment of the black population explains some of the employment difficulties and, thus lower earnings, of the black population. The median school years completed for those 25 years and older was 11.8 for males, and 11.9 for females. Comparable rates for black males and females were 8.3 and 8.9 respectively. These statistics suggest that the earnings of females should be equal to or greater than males of the same group. Yet females, earning substantially less than their male counterparts, were concentrated in low paying occupational categories and industries paying low wages.

There were only three industries within the SMSA that employed more than 10,000 persons in 1972. These industries were Miscellaneous Business Service, Wholesale Trade, and Retail General Merchandise. There was some expansion in these between 1970 and 1972, and each of them increased their work forces by at least 2,000 workers during this period. Women held a high percentage of the jobs in Miscellaneous Business and in Retail General Merchandise (79 and 62 percent, respectively). However, they held only 16 percent of the jobs in Wholesale Trade. Blacks held less than 20 percent of the jobs in each of these industries.

In the other seven top industries, females held the smallest share of the jobs in the Trucking and Warehousing industry. Here they held only about 11 percent of the jobs. They held only 16 percent of the positions in Lumber and Wood Products and 25 percent of those in the Paper industry. From 56 to 91 percent of the office and clerical workers in each of the top ten industries were women.

Black workers' highest representation in the top ten industries was in Lumber and Wood Products. Fifty-five percent of the work force in this industry were black in 1972. Blacks were least likely to hold jobs in the largest three industries.

Blacks and females did not fare much better in the SMSA as a whole. Blacks accounted for 28 percent of the reported work force. Thirty-seven percent of the workers were female.

A comparison of the occupational distribution of Anglo and minority males in 1972 showed some obvious differences. More than half of all the Anglo men held white collar positions, while only ten percent of the minority men held such positions. One out of every four Anglo males held either official/managerial or professional jobs. Only two percent of the minority males had these higher paying, more prestigious jobs.

Forty-five percent of the Anglo males held blue collar jobs compared with 78 percent of the minority men. In regard to the blue collar positions, almost one-fifth of the Anglo men were employed in the better paying skilled craft jobs but only nine percent of the minority men were so employed. Only five percent of them were laborers. Twenty-three percent of the minority men held laborer positions.

Anglo males were not likely to hold service jobs. While only five percent of the Anglo males were service workers 15 percent of the minority males were so classified.

Four-fifths of the Anglo females held white collar jobs. Only 27 percent of the minority females held white collar positions. A larger percentage of the Anglo women held jobs in each of the white collar positions than minority women. While almost four percent of the Anglo women held official and managerial jobs, less than one percent of the minority females held these positions. Less than one percent of minority females held professional jobs while five percent of the Anglo females held such positions.

A larger percentage of the minority females than Anglo females held both blue collar and service worker jobs. Forty-four percent of the minority females held blue collar positions and 29 percent were service workers. Comparable figures for Anglo women showed that 13 percent of the Anglo females held blue collar positions and only seven percent held positions as service workers.

Although the occupational position of minorities and women does not compare favorably with that of Anglo males, it is improving. Total reported employment in this metropolitan area increased by 15,000 between 1970 and 1972. The percentage of jobs that were held by blacks remained relatively stable during this two year period. About 28 percent of the total positions were held by blacks in each year. The female share of employment was also relatively constant. They held some 37 percent of the total jobs reported in each year. Total employment and the employment of minorities and women increased in every job category except operatives.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE MEMPHIS, TENN.-ARK., SMSA – 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	100.0
White Collar	51.1	10.1	80.1	26.9
Officials and Managers	18.6	2.3	3.5	.8
Professionals	6.3	.6	5.3	.8
Technicians	4.2	.7	3.6	2.9
Sales Workers	15.6	4.3	29.4	6.1
Office and Clerical	6.3	2.3	38.3	16.2
Blue Collar	44.6	77.8	12.9	44.2
Craftsmen	18.8	8.7	1.2	2.9
Operatives	20.4	35.5	8.5	23.5
Laborers	5.3	33.6	3.2	17.9
Service Workers	4.4	12.1	7.0	28.9

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF BLACK EMPLOYEES, 1970, 1971, AND 1972

MEMPHIS, TENNESSEE-ARKANSAS	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	122,291	121,513	137,248	27.6	26.1	27.5	100.0	100.0	100.0
WHITE COLLAR	57,523	55,817	67,612	6.4	6.5	8.2	10.9	12.3	14.6
OFFICIALS AND MANAGERS.	10,906	11,060	13,232	4.1	4.3	4.9	1.3	1.5	1.7
PROFESSIONALS	4,780	5,775	6,084	2.3	3.3	3.3	0.3	0.6	0.5
TECHNICIANS	3,828	4,122	4,438	10.2	10.1	16.9	1.2	1.3	1.3
SALES WORKERS	18,222	18,716	22,663	5.1	5.1	8.0	2.7	3.0	4.0
OFFICE AND CLERICAL WORKERS . .	19,787	20,140	21,195	9.2	9.4	11.3	5.4	6.0	6.3
BLUE COLLAR	55,893	51,759	57,698	44.8	43.5	44.6	74.1	70.9	68.2
CRAFTSMEN	13,667	13,131	14,379	16.4	15.8	17.9	6.6	6.5	6.8
OPERATIVES	28,584	25,440	27,757	45.9	44.0	43.7	38.8	35.3	32.1
LABORERS	13,642	13,188	15,522	70.9	69.9	71.1	28.6	29.1	29.2
SERVICE WORKERS	8,875	9,937	11,938	57.0	53.6	54.2	15.0	16.8	17.1

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF FEMALE EMPLOYEES, 1970, 1971, AND 1972

MEMPHIS, TENNESSEE-ARKANSAS	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	122,291	121,513	137,248	37.3	38.0	36.9	100.0	100.0	100.0
WHITE COLLAR	57,523	55,817	67,612	51.9	52.6	50.8	65.5	68.1	67.9
OFFICIALS AND MANAGERS.	10,506	11,060	13,232	9.7	9.9	11.1	2.3	2.4	2.9
PROFESSIONALS	4,780	5,775	6,084	36.4	34.6	35.7	3.8	4.3	4.3
TECHNICIANS	3,828	4,122	4,438	35.0	38.5	38.9	2.9	3.4	3.4
SALES WORKERS	18,222	18,716	22,663	57.6	59.7	53.8	23.0	24.2	24.1
OFFICE AND CLERICAL WORKERS . .	19,787	20,140	21,195	77.0	77.4	75.4	33.4	33.7	33.2
BLUE COLLAR	55,893	51,759	57,698	20.0	18.4	17.7	24.5	20.6	20.1
CRAFTSMEN	13,667	13,131	14,379	5.1	4.3	5.5	1.5	1.2	1.6
OPERATIVES	28,584	25,440	27,797	27.7	26.1	21.8	17.4	14.4	12.0
LABORERS	13,642	13,188	15,522	18.9	17.6	21.5	5.7	5.0	4.6
SERVICE WORKERS	8,875	9,937	11,938	51.3	52.6	51.0	10.0	11.3	12.0

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE MEMPHIS, TENNESSEE-ARKANSAS-MISSISSIPPI, SMSA

WHITE COLLAR WORKERS — BLUE COLLAR WORKERS

MISCELLANEOUS BUSINESS SERVICE

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR: TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR: TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	11,743	8,685	242	83	22	7,645	693	2,157	379	1,154	624	901
% WHO WERE:												
FEMALE	79.0	92.3	16.5	19.3	27.3	96.2	86.1	50.1	3.4	73.7	34.9	19.8
BLACK	14.9	1.1	5.0	3.6	4.5		11.7	49.7	10.3	38.3	94.6	64.5
SSA								.1	.3	.1		.3
ASIAN AMER									.3			.1
INDIAN					4.5							

WHOLESALE TRADE DURABLES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR: TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR: TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	11,465	8,268	1,823	465	374	3,830	1,776	2,962	437	1,711	814	235
% WHO WERE:												
FEMALE	16.0	17.4	2.8	4.3	2.7	3.1	69.7	10.8	5.3	13.2	8.7	34.5
BLACK	16.7	6.8	4.5	4.9	6.4	7.8	7.5	41.6	14.2	37.6	64.5	49.4
SSA	.2	.3	.4	.2		.3	.2			.1		
ASIAN AMER	.1	.1				.2	.1	.1		.1	.1	
INDIAN	.1	.2	.2	.2		.1	.3				.1	

RETAIL GENERAL MERCHANDISE

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR: TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR: TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	11,400	8,607	1,461	178	71	4,096	2,801	2,023	331	564	1,128	770
% WHO WERE:												
FEMALE	61.8	70.8	31.7	50.0	47.9	76.2	85.3	28.1	9.4	33.7	30.9	49.0
BLACK	18.5	11.4	4.9	3.9	9.9	13.1	12.7	37.0	10.9	30.5	48.0	49.9
SSA	.1	.1				.1	.1	.1		.2	.1	
ASIAN AMER		.1	.2									
INDIAN							.1					

MEDICAL+OTHER HEALTH SERVICES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR: TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR: TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	9,094	5,131	265	1,759	1,559	100	1,448	846	404	422	20	3,117
% WHO WERE:												
FEMALE	76.1	82.4	40.8	86.4	81.1	23.0	90.7	52.4	46.5	60.4		72.0
BLACK	28.6	10.5	3.4	4.3	19.2	10.0	9.8	40.8	35.4	44.1	80.0	55.1
SSA	.2	.3		.5	.3		.1	.1		.2		.1
ASIAN AMER	.4	.4	.4	.6	.3		.4	1.2		2.4		
INDIAN												

FOOD AND KINDRED PRODUCTS

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR: TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR: TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	9,042	2,928	1,043	153	146	928	658	5,907	1,052	2,784	2,071	207
% WHO WERE:												
FEMALE	17.8	23.0	2.5	7.8	28.8	10.5	75.4	15.5	.9	17.6	20.2	9.2
BLACK	39.3	8.5	7.5	5.9	10.3	8.9	9.7	53.0	26.4	53.8	65.4	84.5
SSA	.1	.2	.4				.3	.1	.1	.2		
ASIAN AMER	.1	.1		1.3			.3			.1		
INDIAN												

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES
IN THE MEMPHIS, TENNESSEE-ARKANSAS-MISSISSIPPI, SMSA (Cont.)

TRUCKING AND WAREHOUSING

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	7,228	1,912	638	33	32	222	987	5,064	761	3,563	740	252
% WHO WERE:												
FEMALE	10.5	29.9	2.4	3.0	12.5	1.4	55.6	3.4	1.2	3.9	3.6	4.4
BLACK	24.6	7.3	2.5		3.1	.9	12.3	30.6	16.2	30.5	65.9	35.7
SSA		.1	.2									
ASIAN AMER												
INDIAN	.1	.3	.3	3.0			.2		.1		.1	

HOTELS + OTHER LODGING PLACES

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	5,265	2,281	595	169	193	142	1,222	530	101	98	331	2,454
% WHO WERE:												
FEMALE	55.6	57.5	24.9	23.7	22.9	23.9	86.3	20.4	27.7	34.7	13.9	61.5
BLACK	35.3	7.8	9.2	2.4	3.3	1.4	9.1	47.7	36.6	32.7	55.6	58.2
SSA	1.3	.5	.7	.6		.7	.4	.2			.3	2.3
ASIAN AMER	.2	.4	.2	.6			.5					.2
INDIAN	1.0	1.0	1.8				1.0					1.3

CHEMICALS AND ALLIED PRODUCTS

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	9,082	2,323	729	305	170	283	836	2,564	629	1,208	727	195
% WHO WERE:												
FEMALE	31.5	33.0	4.1	11.1	21.2		79.7	31.6	.6	50.0	27.9	11.0
BLACK	25.9	4.1	3.4	2.3	5.3	3.2	5.4	42.9	9.9	42.6	71.8	43.1
SSA	.1	.3	.1	.3	.6		.4					.5
ASIAN AMER	.1	.1		.3	.6			.1		.2		.5
INDIAN							.1			.1		

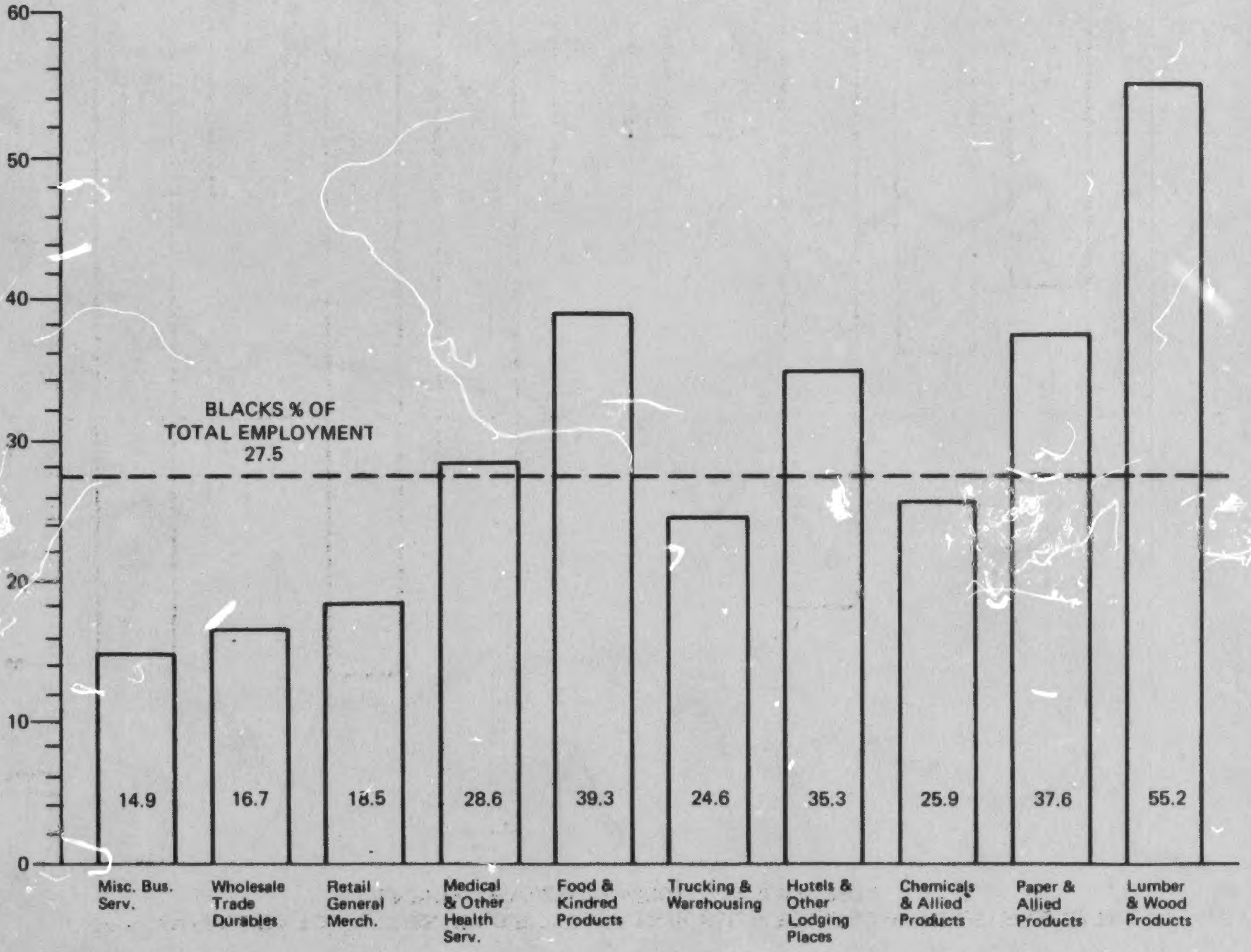
RAPER AND ALLIED PRODUCTS

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	4,941	1,133	433	140	135	106	319	3,733	640	2,093	1,000	75
% WHO WERE:												
FEMALE	25.4	26.1	5.3	12.1	3.7	5.7	76.8	25.4	1.9	25.9	39.3	14.7
BLACK	37.6	7.1	7.2	4.3	7.4		10.7	46.5	28.4	39.4	73.0	56.0
SSA	.2	.2			1.5			.3	.2	.1	.6	
ASIAN AMER								.1	.2			
INDIAN		.1			.7							

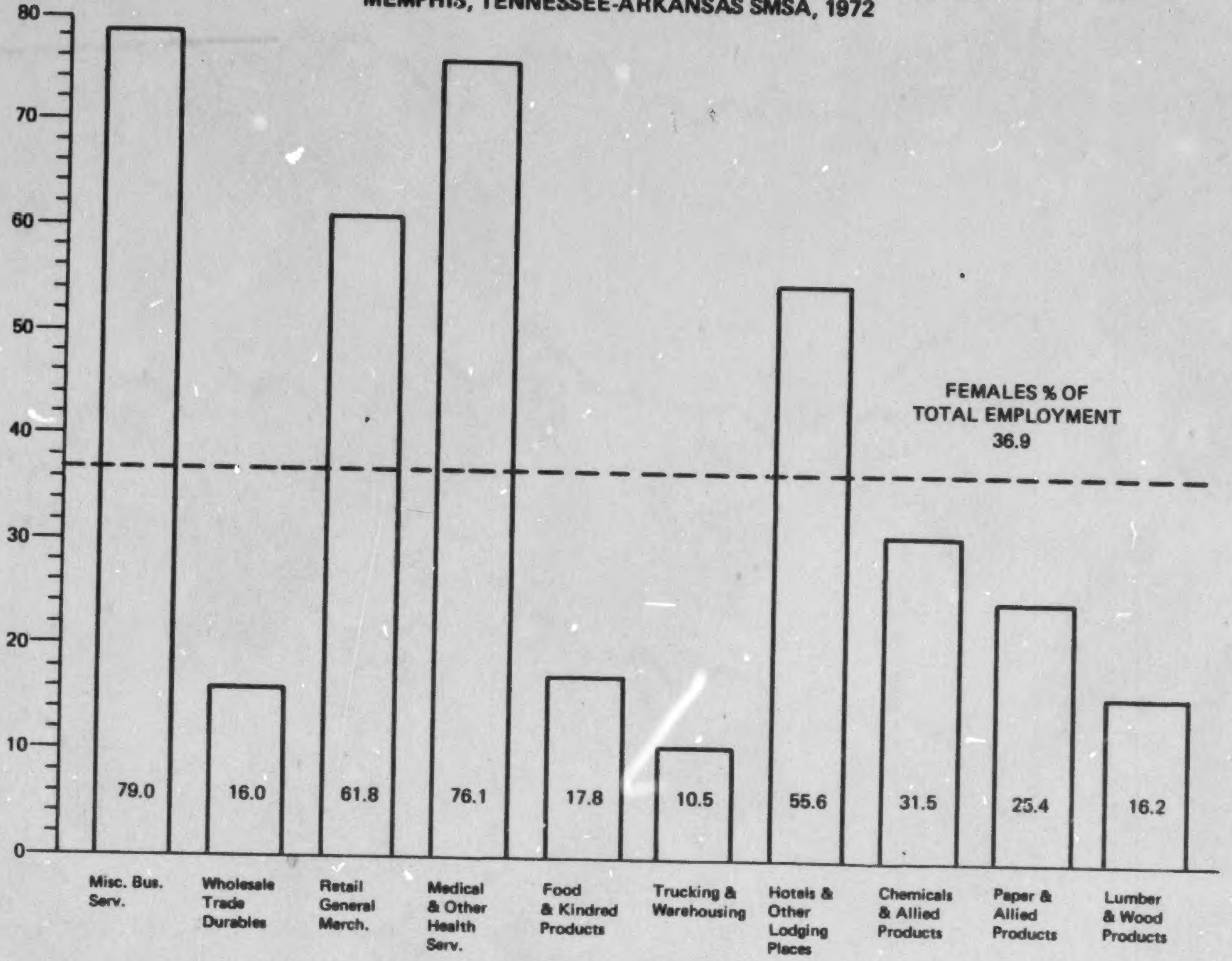
LUMBER AND WOOD PRODUCTS

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	4,518	1,131	414	93	30	114	480	3,050	660	921	1,469	337
% WHO WERE:												
FEMALE	16.2	35.0	2.2	11.8		.9	78.1	10.6	4.2	10.1	13.8	4.2
BLACK	55.2	3.6	3.6		3.3		5.2	79.0	51.8	82.1	89.2	13.6
SSA	.4	.1					.2	.5	1.1	.9		
ASIAN AMER	.1	.4	.2		6.7		.2			.1		
INDIAN	.4	1.1			30.0		.8	.1	.6			.3

PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE MEMPHIS, TENNESSEE-ARKANSAS SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE MEMPHIS, TENNESSEE-ARKANSAS SMSA, 1972



MIAMI

The population of Miami was 1,331,200 in 1972, an increase of five percent over the 1970 level. Spanish Surnamed Americans were the largest minority group in the SMSA, accounting for about one-fourth of the population. Another 15 percent of the population was black. More than one-half of the population was female.

The civilian labor force, 16 years old and over, was estimated at 984,000 in 1972. About twenty-three percent of the labor force were Spanish Surnamed Americans, one-eighth were blacks, and over one-half were female. Median income for males was $6,835, but the median for females was only $3,532. Spanish males had the second highest income; their 1969 median income was $5,462, 80 percent of the all male total. Black females had the lowest median income, $2,633, Spanish females had median earnings of $3,233. Median income for each group was lower in the central city than in the SMSA as a whole.

Educational attainment of persons 25 years old and over (as measured by years of school completed) was 12.1 years for males and 12.0 years for females in 1970. Black males and females had completed only 8.9 years of school, respectively.

Among Spanish Surnamed Americans the corresponding figures were 11.3 years for males and 9.6 years for females.

Establishments reporting to the EEOC in 1972 employed 178,493 workers. One-fifth of total reported employment was Spanish Surnamed Americans, one-eighth was black and two fifths were female.

Employment in the area's ten largest industries ranged between 5,700 and 20,400 in 1972. Medical and Other Health Services reported highest minority and female participation. Blacks held disproportionately high shares of employment in operative, laborer and service jobs in each of these ten industries. Only in the Educational Services industry did they hold a significant proportion of craft jobs. On the other hand, black participation in managerial and professional jobs was quite low in each industry and was only one percent or less in five industries. Spanish Surnamed Americans were also over-utilized in the low skilled, low paying jobs in nearly every industry, but they also held quite sizeable shares of craft jobs in six industries. The Spanish fared better than blacks in managerial and professional jobs, but even their participation in these jobs was less than their overall industry participation.

At least seven of every ten clerical workers in eight of the industries were female. The Air Transportation industry recorded lowest female participation in clerical jobs—only one-half were female. With the exception of Medical and Other Health Services, each industry under-utilized females in managerial and professional jobs. The worst industry in this respect was the Electric, Gas, and Sanitary Service industry where only two percent of the officials and managers and six percent of the professionals were females.

In the SMSA blacks held 12 percent of all jobs. They held less than six percent of the white collar jobs collectively, but, 18 percent of the blue collar jobs and one-fourth of the service jobs. They held almost one-fifth of the operative and 29 percent of the laborer occupations. Spanish Surnamed Americans were more than one-fifth of the labor force. They too, were overutilized in operative (41 percent of the jobs), laborer (39 percent) and service jobs (27 percent). Females, accounting for 42 percent of the work force, held more than four-fifths of the office and clerical positions and almost half of the service jobs.

The occupational distributions of Anglo males and females and minority males and females show expected patterns of concentration. Anglo males were more likely to hold managerial, professional, and craft jobs. About one-half of the Anglo males held such jobs. Minority males were most likely to hold operative, laborer, and service jobs over three-fifths were so employed. Only one-fifth of the Anglo males held operative, laborer, and service jobs. Less than one-tenth of the minorities held managerial or professional jobs.

Anglo females were concentrated in clerical and sales jobs where nearly two-thirds were employed. Only 13 percent held managerial or professional jobs, but another 13 percent held service jobs. One-half of the minority females held operative, laborer, and service jobs and three-tenths held clerical jobs. These occupational distributions reflect the dominance of Anglo males in every high skilled or professional job and the least financially rewarding jobs were reserved for minority males and females.

Between 1970 and 1972, EEO-1 employment in Miami rose by two percent. The proportions of employment held by blacks barely changed over this period of time, but SSA participation increased from 19 percent in 1970 to 22 percent in 1972.

Female participation also increased by two percentage points. Generally, the occupational distributions of minorities and women showed shifts in concentrations from lower paying to higher paying jobs. However, the magnitude of the changes which occurred during the period was quite small.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE MIAMI, FLA., SMSA – 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	100.0
White Collar	56.6	25.1	80.8	46.6
Officials and Managers	18.4	5.0	5.8	1.7
Professionals	11.6	3.6	7.5	2.8
Technicians	4.4	2.8	3.7	3.8
Sales Workers	16.0	7.9	20.2	10.0
Office and Clerical	6.3	5.9	43.5	28.3
Blue Collar	35.8	55.2	6.4	31.6
Craftsmen	19.9	11.8	1.3	2.9
Operatives	10.2	21.1	2.7	17.5
Laborers	5.7	22.2	2.4	11.2
Service Workers	7.5	19.7	12.8	21.8

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF BLACK EMPLOYEES, 1970, 1971, AND 1972

MIAMI, FLORIDA	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	175,689	178,510	178,493	11.9	11.3	12.1	100.0	100.0	100.0
WHITE COLLAR	95,066	98,964	98,525	4.8	5.0	5.6	21.8	24.5	25.6
OFFICIALS AND MANAGERS.	16,206	17,294	17,394	2.1	2.3	2.7	1.7	2.0	2.2
PROFESSIONALS	14,614	14,738	13,495	1.9	2.3	3.3	1.4	1.7	2.1
TECHNICIANS	6,578	6,467	6,723	6.3	7.9	8.9	2.0	2.5	2.8
SALES WORKERS	23,531	24,684	26,017	5.2	4.5	5.5	5.8	5.5	6.7
OFFICE AND CLERICAL WORKERS . .	34,137	35,781	34,896	6.7	7.2	7.4	10.9	12.8	11.9
BLUE COLLAR	56,343	54,327	55,699	18.0	16.2	17.7	48.7	43.9	45.5
CRAFTSMEN	21,773	21,371	19,073	5.7	5.2	6.9	5.9	5.6	6.1
OPERATIVES	21,598	20,467	20,552	19.9	21.2	18.5	20.6	21.6	17.6
LABORERS	12,972	12,489	16,074	35.6	26.8	29.3	22.2	16.7	21.8
SERVICE WORKERS	24,280	25,219	24,269	25.3	25.2	25.7	29.5	31.6	28.9

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF FEMALE EMPLOYEES, 1970, 1971, AND 1972

MIAMI, FLORIDA	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	175,689	178,516	178,493	40.3	41.1	42.0	100.0	100.0	100.0
WHITE COLLAR	95,066	98,964	98,525	49.6	50.6	52.1	66.5	68.3	[illegible]
OFFICIALS AND MANAGERS.	16,206	17,294	17,394	17.1	17.0	18.7	3.9	4.0	[illegible]
PROFESSIONALS	14,614	14,738	13,495	26.1	28.4	32.4	5.4	5.7	[illegible]
TECHNICIANS	6,578	6,467	6,723	36.4	37.7	41.3	3.4	3.3	3.7
SALES WORKERS	23,531	24,684	26,017	49.0	49.6	47.7	16.3	16.7	16.6
OFFICE AND CLERICAL WORKERS . .	34,197	35,781	34,896	77.9	79.0	81.8	37.5	38.6	37.1
BLUE COLLAR	56,343	54,327	55,699	20.6	19.9	20.7	16.4	14.7	15.4
CRAFTSMEN	21,773	21,371	19,073	4.2	5.7	7.4	1.3	1.7	1.9
OPERATIVES	21,598	20,467	20,552	33.3	29.9	29.1	10.1	8.3	8.0
LABORERS	12,972	12,489	16,074	27.2	28.0	25.8	5.0	4.8	5.5
SERVICE WORKERS	24,280	25,219	24,265	50.0	49.3	49.5	17.1	16.9	16.0

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF SPANISH SURNAMED EMPLOYEES, 1970, 1971, AND 1972

MIAMI, FLORIDA	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	175,689	178,510	178,493	19.2	19.5	22.3	100.0	100.0	100.0
WHITE COLLAR	95,066	98,964	98,525	12.7	13.4	15.1	35.8	38.1	37.4
OFFICIALS AND MANAGERS.	16,206	17,294	17,394	6.8	7.7	9.2	3.3	3.8	4.0
PROFESSIONALS	14,619	14,738	13,495	9.1	9.0	11.0	3.9	3.8	3.7
TECHNICIANS	6,578	6,467	6,723	18.3	19.4	20.6	3.6	3.6	3.5
SALES WORKERS	23,531	24,684	26,017	12.3	12.8	14.2	8.6	9.1	9.3
OFFICE ANC CLERICAL WORKERS . .	34,137	35,781	34,896	16.3	17.4	19.3	16.4	17.8	16.9
BLUE COLLAR	56,343	54,327	55,699	27.8	28.2	33.1	46.4	43.8	46.2
CRAFTSMEN	21,773	21,371	19,073	14.8	14.7	19.3	9.5	9.0	9.2
OPERATIVES	21,598	20,467	20,552	37.3	35.5	41.3	23.9	20.8	21.3
LABORERS	12,972	12,489	16,074	33.9	39.2	38.9	13.0	14.0	15.7
SERVICE WORKERS	24,280	25,219	24,269	24.7	25.0	26.9	17.8	18.1	16.4

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES
IN THE MIAMI, FLORIDA, SMSA

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				

RETAIL GENERAL MERCHANDISE

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	20,328	15,764	2,705	250	365	9,022	3,422	2,738	644	563	1,531	1,826
% WHO WERE:												
FEMALE	64.6	71.3	38.0	49.6	57.8	75.7	89.1	30.0	19.9	42.6	29.7	58.9
BLACK	9.7	6.2	4.1	1.6	3.3	6.7	7.1	19.3	8.1	14.9	25.6	25.5
SSA	19.1	17.2	9.5	7.2	25.5	17.9	21.3	28.7	29.0	30.7	27.8	20.8
ASIAN AMER	.4	.3	.2	.4		.3	.6	.5	.5		.7	.5
INDIAN	.8	.8	1.0		.3	1.0	.4	.1	.3	.4		1.0

MEDICAL+OTHER HEALTH SERVICES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	14,723	8,917	745	3,399	2,268	33	2,472	1,024	120	467	437	4,782
% WHO WERE:												
FEMALE	75.9	79.4	53.4	79.3	75.8	39.4	91.1	52.3	5.0	46.3	71.9	74.6
BLACK	24.9	11.5	7.4	6.2	18.2	18.2	13.8	32.7	8.3	23.8	49.0	48.2
SSA	18.6	18.1	11.9	17.4	25.1	12.1	14.8	22.3	26.7	24.4	18.8	18.8
ASIAN AMER	.3	.3		.7	.2		.1	.2		.2	.2	.1
INDIAN		.1	.3				.1					

TRANSPORTATION BY AIR

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	12,089	5,708	755	2,089	312	1,024	1,528	4,115	2,774	495	846	2,266
% WHO WERE:												
FEMALE	27.9	26.2	7.7	1.7	22.4	55.6	49.8	.9	1.0	.4	1.1	81.3
BLACK	6.1	1.4	.7	.1	1.6	3.6	1.9	9.6	1.4	16.0	33.0	11.7
SSA	10.5	7.5	7.0	3.4	7.1	8.5	12.8	14.7	8.5	16.6	33.8	10.7
ASIAN AMER	.1	.1				.1	.2	.1	.1		.1	.1
INDIAN	.3	.2	.4	.4	.3		.1	.2	.2	.2		.7

COMMUNICATION

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKEAS
	11,186	7,600	1,389	783	262	228	4,938	3,536	3,458	77	1	50
% WHO WERE:												
FEMALE	52.4	74.3	35.0	14.2	54.6	12.7	98.7	5.7	5.8			34.0
BLACK	9.4	11.1	.5	1.4	3.1	.9	16.6	4.7	4.2	27.3	100.0	78.0
SSA	7.2	6.9	1.8	6.0	13.4	6.1	8.2	7.8	7.5	20.8		4.0
ASIAN AMER	.1	.2	.1				.2	.1	.1	1.3		
INDIAN	.1	.1	.1	.1		.4		.1	.1			

FOOD STORES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	8,877	7,049	1,072	47	16	5,367	547	1,670	615	584	471	158
% WHO WERE:												
FEMALE	34.9	40.7	8.0	8.5	6.3	43.3	82.8	11.5	1.5	15.9	19.1	29.3
BLACK	9.7	7.2	4.7	8.5		7.8	5.9	20.2	9.1	25.7	27.8	13.3
SSA	18.3	17.6	11.0	10.6	18.8	19.1	16.8	21.3	18.2	19.3	27.6	15.2
ASIAN AMER	.5	.6	.2			.8		.1	.2	.2		.6
INDIAN	.4	.4	.3			.5	.2	.1		.3		

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES
IN THE MIAMI, FLORIDA, SMSA (Cont.)

REAL ESTATE

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	8,604	4,753	528	205	196	2,410	1,414	3,045	1,225	899	921	806
% WHO WERE:												
FEMALE	30.5	41.9	10.4	6.8	10.2	34.1	76.6	7.3	1.8	6.2	15.5	50.7
BLACK	10.2	2.0	1.1	1.0	3.1	1.0	3.8	17.9	7.3	19.4	30.5	29.7
SSA	9.0	6.5	3.2	12.2	18.9	2.2	12.5	9.9	4.8	14.9	11.7	10.2
ASIAN AMER	.2	.3		1.0	1.5	.2	.4	.1	.1		.1	.2
INDIAN	3.8	4.1	4.5	.5	2.0	2.1	8.1	1.8	.9	2.8	2.0	9.8

HOTELS + OTHER LODGING PLACES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	8,280	1,543	415	115	20	108	885	955	186	341	428	5,782
% WHO WERE:												
FEMALE	36.1	53.9	21.7	27.0	15.0	70.4	71.3	8.8	5.4	3.5	14.5	35.9
BLACK	9.3	1.9	1.2	1.7	10.0		2.3	12.0	4.8	13.5	14.0	10.9
SSA	44.0	12.7	10.8	14.8	10.0	6.5	14.1	46.2	50.0	39.6	49.8	52.0
ASIAN AMER	.2	.3					.6					.1
INDIAN	.6	.3					.6	.6		.3	1.2	.6

EDUCATIONAL SERVICES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	6,551	5,579	272	2,945	608		1,754	349	100	221	28	623
% WHO WERE:												
FEMALE	46.3	50.6	31.3	29.2	49.5		89.9	7.7	12.0	6.3	3.6	29.4
BLACK	12.2	6.2	3.3	3.9	14.1		7.6	22.3	24.0	19.0	42.9	60.4
SSA	12.9	12.0	5.9	6.9	20.6		18.5	21.5	16.0	20.4	50.0	16.5
ASIAN AMER	.8	.9	.4	1.5	.5		.1	.3	1.0			
INDIAN	.2	.2		.2	.5		.2					

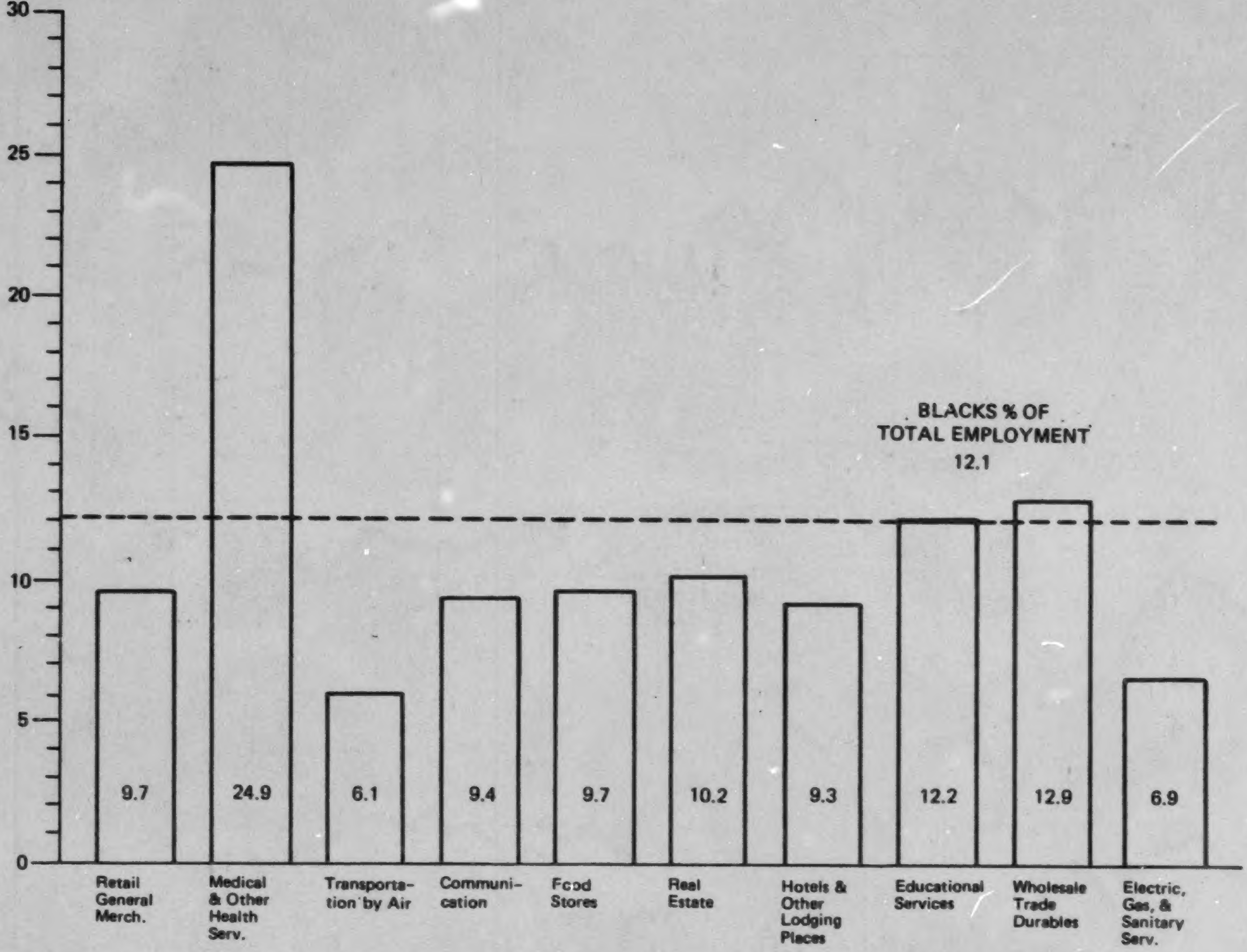
WHOLESALE TRADE DURABLES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	6,202	3,916	709	176	477	1,548	1,006	2,184	479	1,128	577	102
% WHO WERE:												
FEMALE	17.2	21.8	2.8	22.2	3.1	4.5	70.6	7.4	1.7	6.0	14.7	51.0
BLACK	12.9	3.9	2.1	4.0	2.9	3.4	6.3	27.1	8.4	31.4	34.3	55.9
SSA	16.1	9.3	5.9	8.0	8.2	6.2	17.1	28.4	15.7	28.7	38.5	12.7
ASIAN AMER	.1	.2	.1	.6		.1	.4	.1	.2	.1		
INDIAN	.2	.2				.3	.1	.3	.2	.4	.2	

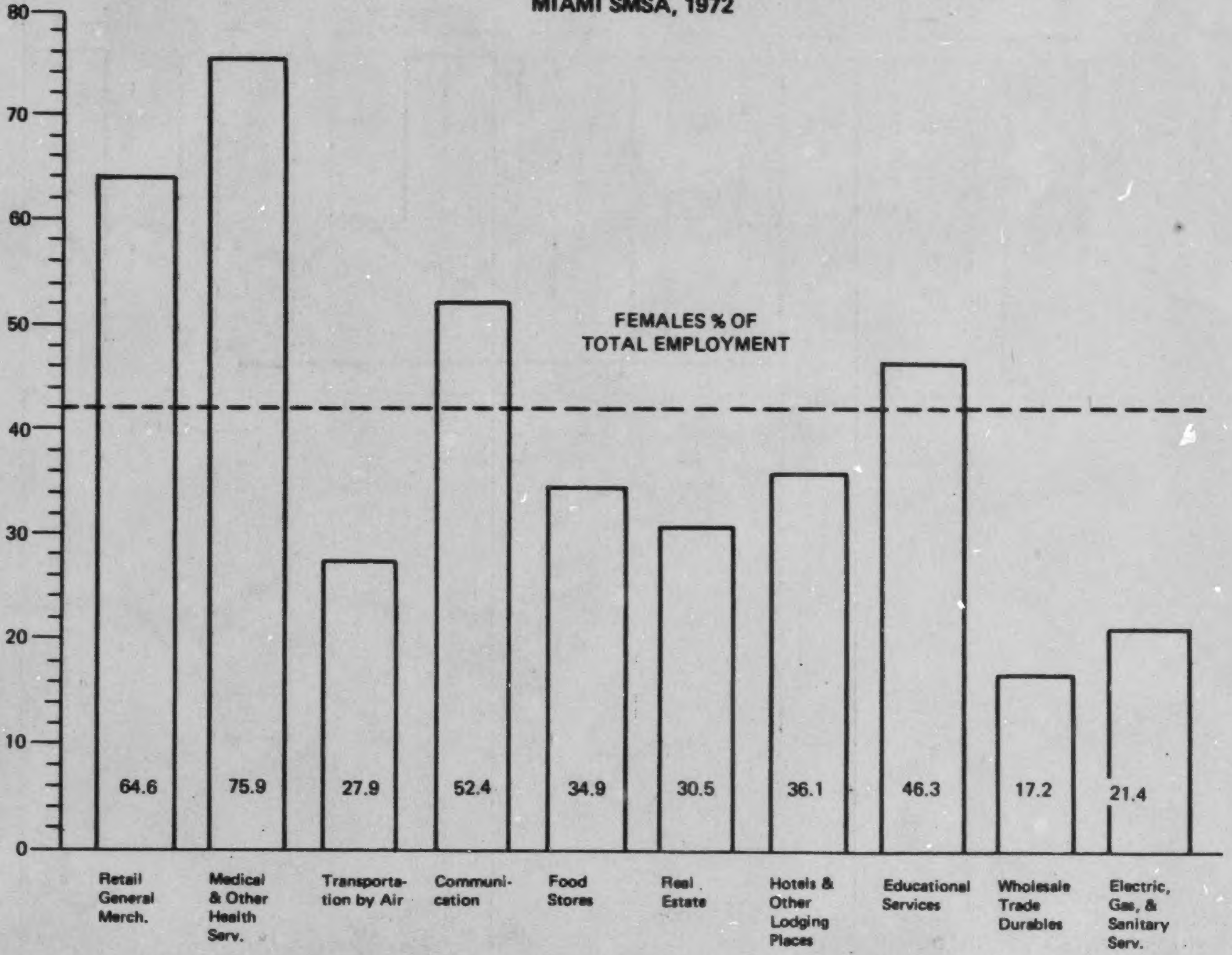
ELECTRIC,GAS,+SANITARY SERVICE

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	5,733	3,501	719	471	435	302	1,574	1,995	1,066	680	249	237
% WHO WERE:												
FEMALE	21.4	34.0	2.2	5.7	16.8	20.5	64.3	.1	.2			14.3
BLACK	6.9	3.4	.4	1.1	1.1	.3	6.7	12.1	4.0	21.0	22.5	15.2
SSA	6.1	7.1	1.4	10.2	8.3	3.0	9.3	4.6	5.3	4.3	2.8	4.2
ASIAN AMER	.1	.1		.4	.2		.1					
INDIAN	.1						.1	.1	.2			

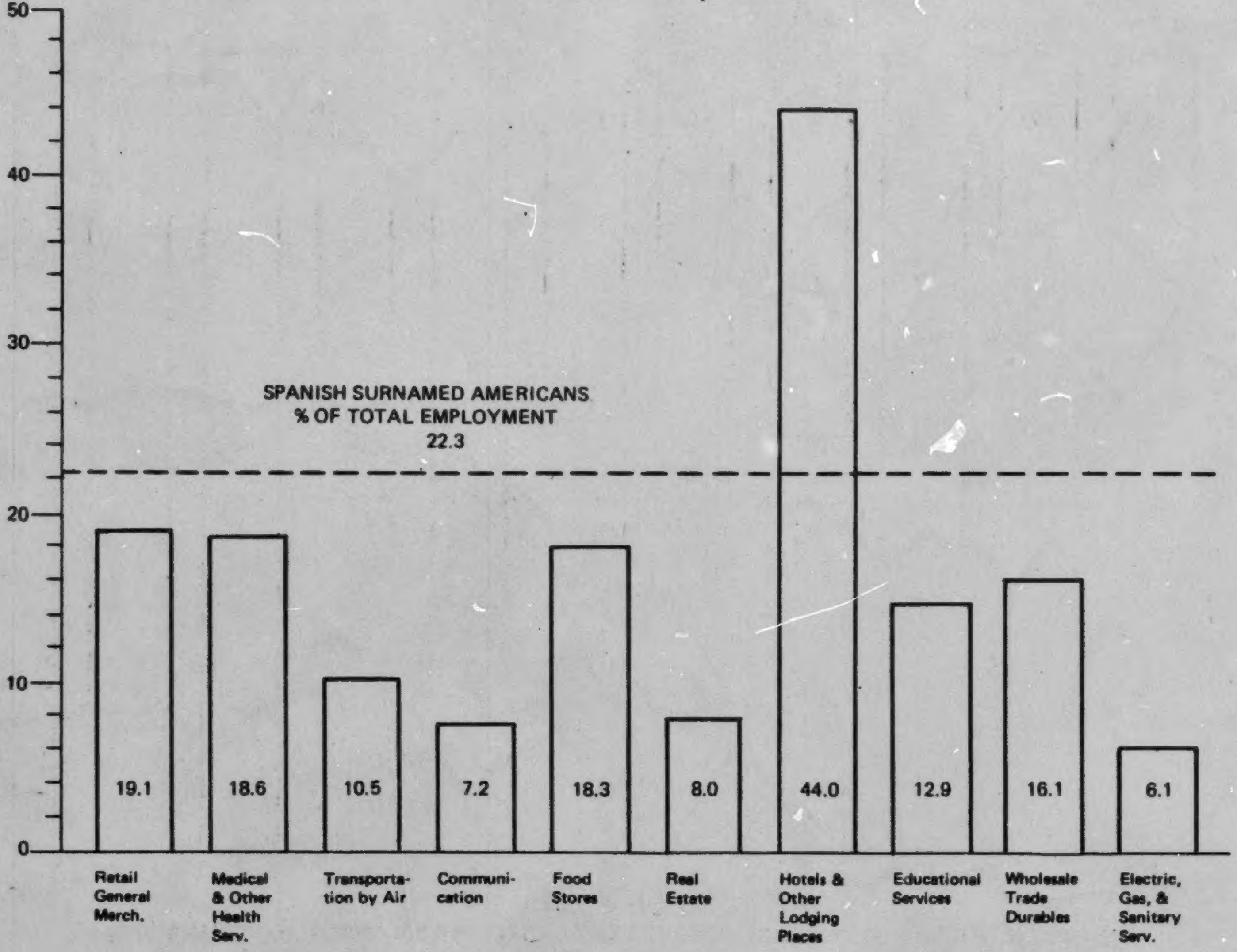
PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE MIAMI SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE MIAMI SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY SPANISH SURNAMED AMERICANS IN SELECTED MAJOR INDUSTRIES IN THE MIAMI SMSA, 1972



NEWARK

There were about 1.9 million persons in the Newark SMSA in 1972. About nineteen percent of the population were black and two percent of them were Puerto Rican. Females were in the majority in the area, comprising 52 percent of the population.

There were 819,000 people in the civilian labor force in Newark in 1972. Blacks comprised 14 percent of the 1972 civilian labor force. Women 20 years and older comprised 36 percent of the labor force.

Median income in 1969 for males 16 years and older in the SMSA was $8,727. Females earned less than half as much, $4,268. Black males had median income about three-fourths as high as males collectively, $6,539. Black female median earnings were $4,011.

Educational attainment was not necessarily indicative of earning potentials. Males and females 25 years and older had about the same educational attainment but their median earnings were significantly different. Median school years completed for males was 12.2 and for females, 12.1 years. Blacks were generally less educated. Median school years completed for black males 25 years and older was 10.4; black females completed 10.9 years.

The similar educational attainment of females and males was not reflected similarly in the occupational position of women. Thirty-eight percent of the employees covered in the 1972 EEO-1 survey were women. Of the nine occupational categories, women held the largest percentage of the office and clerical, sales and service workers positions. In this year, 83 percent of the clerical workers, 43 percent of the service employees and 39 percent of the sales workers were women. They held the smallest share of the skilled craft positions; only four percent of the workers in this occupational group were women. This low representation in skilled craft jobs cannot be explained by a lack of experience in blue collar jobs since 28 percent of the operatives and 35 percent of the laborers were women.

Female participation in white collar positions assumed a pyramid like shape with a small representation in the higher paying more responsible official and managerial positions, and a much greater share of the clerical jobs. Only 14 percent of the managers were women, yet 83 percent of the clerical workers were women. As we come down the occupational pyramid, we find that females held 25 percent of the professional jobs, 29 percent of the technical positions and 39 percent of the sales jobs.

Thirteen percent of the employees covered in this survey were black. With regard to white collar participation rates, blacks held a very small percentage of the managerial and professional jobs and a larger share of the technical and clerical jobs. However, the only white collar group in which blacks held at least 13 percent of the jobs was the office and clerical category. They held only three percent of the managerial positions and four percent of the professional jobs.

Seventeen percent of blue collar workers were blacks. In spite of the fact that blacks were 20 percent of the operatives and 27 percent of the laborers, they held only eight percent of the craft positions. The occupational distribution for blacks shows a very high concentration in blue collar and service jobs. At least 70 percent of all blacks held jobs which were classified in one of these categores.

Spanish Surnamed Americans, accounting for five percent of the work force, were predominately a blue collar work force. Seventy-three percent of these workers were blue collar workers, mostly operatives (39 percent) and laborers (26 percent). Eight percent of the SSA's were service workers.

The occupational distributions of Anglo males, minority males, Anglo females and minority females differ significantly. Females comprised a more white collar work force with about two-thirds of that work force in clerical jobs. Almost four-fifths of the Anglo females and more than half of the minority females held white collar jobs. However, Anglo males were more concentrated in managerial and professional jobs than any other group of workers. More than half of the Anglo males were white collar workers, but three-fifths of that white collar work force were in the two aforementioned occupational classifications.

The pattern is similar in the blue collar occupations, i.e. Anglo males were concentrated in the better paying categories and minorities and females were least likely to be employed in the higher paying categories. Only five percent of both Anglo males and Anglo females were service workers compared with 13 percent of the minority males and 14 percent of the minority females.

The employment patterns of the larger industries in the area did not differ significantly from those of the SMSA as a whole. About two-thirds of the reported employment was from the ten largest industries in the SMSA. Total employment in these industries ranged from 10,000 in Fabricated Metal Products to 42,000 in Communication.

In three of the top ten industrees, black employment exceeded 13 percent (their participation in the SMSA as a whole). These were Medical and Other Health Services, Retail General Merchandise and Fabricated Metal Products. Their lowest representation, seven percent, was in Wholesale Trade Durables.

In eight industries, blacks were over-represented in operative jobs. In seven industries, high proportions of laborer and service worker jobs were held by blacks.

Spanish Surnamed Americans, comprising five percent of the work force, held five percent or more of the jobs in only two of the top ten industries: Electrical Equipment and Supplies (six percent) and Fabricated Metal Products (13 percent). As were blacks SSA's were over represented in the lower paying job categories. In nine industries, their share of operative jobs was high. In eight of the top ten industries, they held disproportionately high shares of the laborer and service worker jobs.

Females were highly visibly in the Medical and Other Health Services and Retail General Merchandise industries. In both of these industries, more than 70 percent of the work force was female. Females were overwhelmingly employed as clerical workers. The clerical work force ranged from two-thirds female in Wholesale Trade Durables to 97 percent in Communication.

Although the occupational standing of minorities and women in 1972 was disheartening, it does represent positive change since 1970. Total employment figures for 1970 and 1972 show a very slight increase during the two year period. The number of blue collar jobs decreased by some 10,000 and the number of white collar positions showed an almost equal increase. The percentage of total jobs held by blacks remained stable during this period at 13 percent. There were slight increases in the percentage of jobs blacks held in each of the white collar job categories and similar declines in their share of the blue collar positions, particularly laborers. Blacks continued to be over-represented in the service occupations, holding approximately one out of every three of these low paying jobs.

Spanish Surnamed Americans accounted for about five percent of the work force in 1970, 1971 and 1972. Their employment increased in each occupational category except operatives. Although total employment of laborers declined between 1970 and 1972, the number of Spanish Surnamed American laborers increased 24 percent.

The number of jobs held by women increased almost eight percent to 130,000 or 38 percent of the work force in 1972. They held a larger share of the jobs in each of the white collar categories in 1972. Female representation in blue collar jobs did not vary significantly in the two year period. Women continued to hold a large percentage of the operative and service positions included in this category, but held fewer of the skilled craft positions in 1972 even though total employment in that category increased between 1971 and 1972 to a higher level than 1970. They continued to hold 43 percent of the service worker jobs.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE NEWARK, N.J., SMSA – 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	100.0
White Collar	54.3	19.7	78.8	52.2
Officials and Managers	17.4	3.5	4.9	1.4
Professionals	15.0	4.6	7.7	5.5
Technicians	7.3	4.1	4.6	4.9
Sales Workers	8.3	3.0	9.0	4.0
Office and Clerical	6.3	4.6	52.6	36.3
Blue Collar	41.3	67.3	15.9	33.8
Craftsmen	21.0	12.5	1.2	1.2
Operatives	15.7	34.6	10.1	19.9
Laborers	4.5	20.3	4.6	12.7
Service Workers	4.5	13.0	5.3	14.0

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
BLACK EMPLOYEES, 1970, 1971, AND 1972

NEWARK, NEW JERSEY	1970	1971	1972	PARTICIPATION RATES 1970	PARTICIPATION RATES 1971	PARTICIPATION RATES 1972	OCCUPATIONAL DISTRIBUTION 1970	OCCUPATIONAL DISTRIBUTION 1971	OCCUPATIONAL DISTRIBUTION 1972
TOTAL EMPLOYEES	368,320	242,444	369,405	13.1	12.9	13.0	100.0	100.0	100.0
WHITE COLLAR	203,162	157,207	212,519	7.2	7.5	8.4	30.4	33.6	36.9
OFFICIALS AND MANAGERS.	36,503	35,800	40,460	2.4	2.8	3.0	1.8	2.3	2.5
PROFESSIONALS	37,691	39,037	40,619	3.1	3.5	3.9	2.4	3.1	3.3
TECHNICIANS	22,135	21,907	22,047	8.9	9.5	10.0	4.1	4.7	4.6
SALES WORKERS	30,402	31,047	27,934	4.0	6.5	6.6	3.8	4.6	3.8
OFFICE AND CLERICAL WORKERS . .	76,431	69,416	81,859	11.5	12.0	13.4	18.3	18.9	22.7
BLUE COLLAR	143,155	124,155	133,011	18.5	17.8	17.0	54.9	49.9	47.0
CRAFTSMEN	41,969	35,434	46,897	7.8	8.1	7.8	6.8	6.5	7.6
OPERATIVES	75,059	65,488	60,721	20.3	20.1	20.1	31.6	29.9	25.3
LABORERS	26,127	23,233	25,393	30.5	25.8	26.6	16.5	13.6	14.0
SERVICE WORKERS	22,003	21,082	23,679	32.3	34.4	32.6	14.7	16.4	16.1

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
FEMALE EMPLOYEES, 1970, 1971, AND 1972

NEWARK, NEW JERSEY	1970	1971	1972	PARTICIPATION RATES 1970	PARTICIPATION RATES 1971	PARTICIPATION RATES 1972	OCCUPATIONAL DISTRIBUTION 1970	OCCUPATIONAL DISTRIBUTION 1971	OCCUPATIONAL DISTRIBUTION 1972
TOTAL EMPLOYEES	368,320	242,444	369,405	35.0	35.1	37.5	100.0	100.0	100.0
WHITE COLLAR	203,162	157,207	212,519	44.0	43.2	47.5	69.3	70.8	72.9
OFFICIALS AND MANAGERS.	36,503	35,800	40,460	11.3	10.4	14.1	3.2	3.1	4.1
PROFESSIONALS	37,691	39,037	40,619	23.4	23.9	24.7	6.8	7.8	7.3
TECHNICIANS	22,135	21,907	22,047	24.5	26.6	29.3	4.2	4.9	4.7
SALES WORKERS	30,402	31,047	27,934	34.1	35.8	39.1	8.0	9.2	7.9
OFFICE AND CLERICAL WORKERS . .	76,431	69,416	81,859	75.4	79.4	83.0	47.0	45.8	49.0
BLUE COLLAR	143,155	124,155	133,011	21.1	20.7	20.7	23.4	21.4	19.8
CRAFTSMEN	41,969	35,434	46,897	4.6	3.5	3.5	1.5	1.0	1.2
OPERATIVES	75,059	65,488	60,721	25.4	25.5	28.0	14.8	14.1	12.3
LABORERS	26,127	23,233	25,393	34.9	32.5	34.8	7.1	6.3	6.4
SERVICE WORKERS	22,003	21,082	23,679	43.0	44.9	42.5	7.3	7.9	7.3

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTION OF
SPANISH SURNAMED EMPLOYEES, 1970, 1971, AND 1972

NEWARK, NEW JERSEY	1970	1971	1972	PARTICIPATION RATES 1970	PARTICIPATION RATES 1971	PARTICIPATION RATES 1972	OCCUPATIONAL DISTRIBUTION 1970	OCCUPATIONAL DISTRIBUTION 1971	OCCUPATIONAL DISTRIBUTION 1972
TOTAL EMPLOYEES	368,320	342,444	369,609	4.5	4.5	5.0	100.0	100.0	100.0
WHITE COLLAR	203,162	197,207	212,919	1.4	1.6	1.7	16.9	20.3	19.1
OFFICIALS AND MANAGERS.	36,503	35,800	40,460	0.7	0.9	0.9	1.5	2.1	2.0
PROFESSIONALS	37,691	39,037	40,619	1.4	1.5	1.5	3.3	3.9	3.2
TECHNICIANS	22,135	21,907	22,047	2.0	2.0	2.3	2.7	2.8	2.8
SALES WORKERS	30,402	31,047	27,934	1.1	1.5	1.6	2.1	2.9	2.4
OFFICE ANC CLERICAL WORKERS . .	76,431	69,416	81,859	1.6	1.9	2.0	7.3	8.5	8.7
BLUE COLLAR	143,155	124,155	133,011	8.7	8.9	10.1	75.3	72.1	72.7
CRAFTSMEN	41,969	35,434	46,897	2.9	2.8	3.1	7.5	6.4	7.8
OPERATIVES	75,059	65,488	60,721	9.7	10.3	11.8	44.3	43.8	38.9
LABORERS	26,127	23,233	25,393	14.9	14.5	18.9	23.5	21.9	26.1
SERVICE WORKERS	22,003	21,082	23,679	5.8	5.5	6.4	7.8	7.6	8.2

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE NEWARK, NEW JERSEY, SMSA

WHITE COLLAR WORKERS — BLUE COLLAR WORKERS

COMMUNICATION

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	41,780	29,074	5,795	3,454	614	666	18,545	11,914	11,490	424		800
% WHO WERE:												
FEMALE	52.5	74.0	42.5	21.6	52.4	5.6	96.0	.1	.1			47.0
BLACK	12.1	14.5	3.7	2.7	9.6	4.2	20.6	6.2	5.6	21.0		10.5
SSA	1.1	1.0	.2	.4	1.3	.2	1.4	1.0	.9	3.5		7.6
ASIAN AMER	.1	.1	.1	.1	.5		.1	.1	.1	.2		
INDIAN												

CHEMICALS AND ALLIED PRODUCTS

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	37,904	22,975	4,747	6,463	2,485	2,696	6,584	13,609	4,109	6,491	3,009	1,320
% WHO WERE:												
FEMALE	26.7	32.5	3.6	16.9	23.5	3.8	83.7	17.3	1.8	14.3	45.2	21.7
BLACK	9.5	4.6	2.4	2.8	9.7	3.3	6.6	16.8	10.8	20.4	17.1	19.7
SSA	4.7	1.9	1.3	1.9	2.9	1.4	2.2	8.9	2.6	9.3	16.7	9.3
ASIAN AMER	.9	1.4	.7	3.1	2.1	.4	.3	.3	.2	.3	.3	.2
INDIAN	.1	.1	.1		.1	.2					.1	

ELECTRICAL EQUIPMENT +SUPPLIES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	30,781	13,360	2,975	2,698	2,631	500	4,564	16,996	4,606	10,670	1,720	425
% WHO WERE:												
FEMALE	34.4	27.5	2.9	3.6	5.0	19.4	71.6	40.2	6.4	52.2	56.9	16.0
BLACK	12.7	6.6	2.2	1.8	7.8	1.0	12.4	17.2	6.0	21.0	23.3	22.4
SSA	6.0	2.2	.8	1.2	3.0	5.2	2.8	9.1	3.4	10.6	14.6	6.4
ASIAN AMER	.5	.8	.2	1.6	1.4	.2	.4	.3	.3	.3	.4	
INDIAN												

WHOLESALE TRADE DURABLES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	24,703	15,133	3,094	1,846	1,730	4,435	4,028	8,745	3,533	3,979	1,233	829
% WHO WERE:												
FEMALE	19.3	27.0	3.8	5.2	6.2	23.2	67.7	7.3	.8	8.6	29.2	3.6
BLACK	7.3	3.0	.9	2.0	3.9	2.0	4.8	14.6	8.6	16.6	25.9	7.6
SSA	2.3	1.0	.6	.8	1.2	1.3	1.0	4.7	1.7	4.4	14.3	.4
ASIAN AMER	.4	.6	.3	1.8	1.3	.5	.1	.1	.1	.1	.3	
INDIAN	.3	.2	.3	.1	.1	.2	.2	.2	.2	.3		1.9

MEDICAL+OTHER HEALTH SERVICES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	23,431	15,753	1,326	6,809	3,616	18	3,984	1,096	350	594	152	6,982
% WHO WERE:												
FEMALE	78.6	84.5	58.4	85.1	82.4	55.6	94.1	33.0	5.1	43.3	57.2	72.1
BLACK	26.3	15.4	8.9	10.1	29.2	11.1	14.1	16.2	15.7	16.7	15.8	54.0
SSA	3.8	2.6	1.1	2.5	3.5		2.6	5.2	4.3	5.9	4.6	6.6
ASIAN AMER	3.6	5.2	1.2	9.1	4.2		.7	.1		.2		.5
INDIAN	.1	.1		.1	.1							

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE NEWARK, NEW JERSEY, SMSA (Cont.)

INSURANCE CARRIERS

MINORITY GROUP	TOTAL EMPLCYMENT	WHITE COLLAR WORKERS TOTAL	UFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	23,236	21,794	2,932	2,641	2,908	1,031	11,482	506	318	185	1	938
% WHO WERE:												
FEMALE	55.5	56.6	11.2	16.4	45.9	2.5	88.0	5.0	6.0	3.2		57.1
BLACK	11.0	11.2	1.4	1.9	3.9	6.4	18.4	8.1	4.7	14.1		7.2
SSA	1.9	1.4	.2	.3	.4	2.2	2.1	2.2	.6	4.9		12.7
ASIAN AMER	.4	.4	.1	.3	.4	.5	.6					.1
INDIAN												

MISCELLANEOUS BUSINESS SERVICE

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	21,824	14,844	2,436	5,478	2,665	239	4,026	2,746	1,271	728	747	4,234
% WHO WERE:												
FEMALE	24.5	28.3	4.6	6.6	12.0	7.9	84.2	24.7	4.9	48.1	39.6	11.2
BLACK	12.4	4.4	2.6	1.7	4.9	2.1	9.2	21.8	5.9	23.1	47.8	34.2
SSA	2.2	.7	.6	.7	1.0	.8	.7	4.8	1.0	3.6	12.4	5.7
ASIAN AMER	.9	1.2	.5	2.2	1.2		.2	.1	.1	.1		.4
INDIAN												.1

RETAIL GENERAL MERCHANDISE

MINORITY GROUP	TOTAL FMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	15,468	11,677	1,445	309	21	7,208	2,694	1,645	510	573	562	2,146
% WHO WERE:												
FEMALE	71.5	80.4	44.4	50.8	57.1	87.1	85.6	36.3	22.2	50.6	34.5	50.0
BLACK	13.8	11.4	4.0	7.4	[illegible]	10.0	19.3	14.3	8.0	10.5	26.0	26.2
SSA	1.7	1.3	1.0	[illegible]	[illegible]	1.3	1.8	3.2	4.1	1.7	3.7	2.4
ASIAN AMER	.4	.4	.4	1.0		.2	.8	.2	.2	.2	.2	.6
INDIAN			.1									

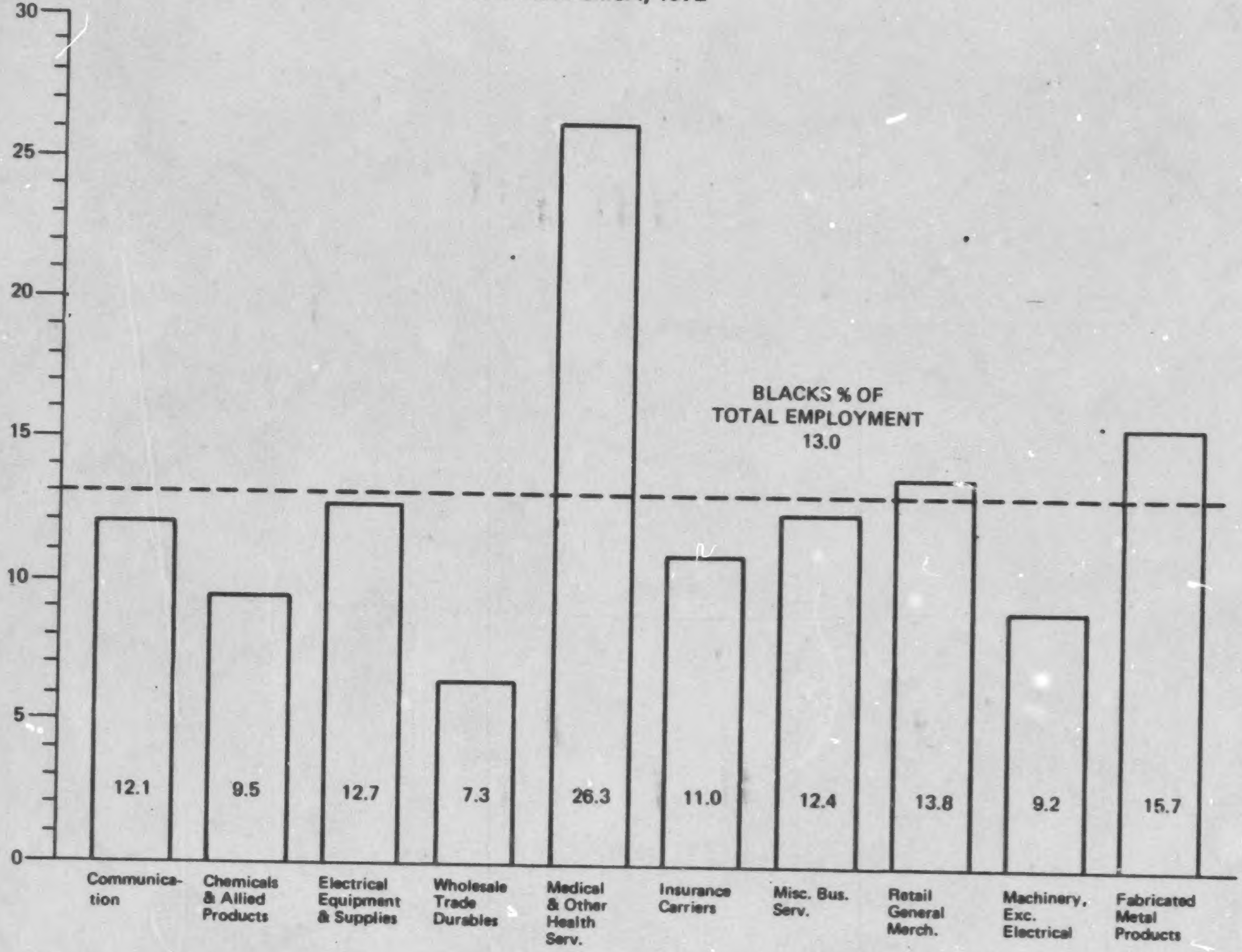
MACHINERY, EXC. ELECTRICAL

MINORITY GROUP	TOTAL EMPLCYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	13,392	7,136	1,639	1,836	981	529	2,160	6,154	2,263	3,115	776	102
% WHO WERE:												
FEMALE	22.8	23.9	3.1	2.9	6.1	.9	71.2	21.9	6.8	33.3	20.4	4.9
BLACK	9.2	3.7	1.3	1.3	4.5	.8	6.2	16.2	8.9	21.0	18.0	12.7
SSA	4.9	1.8	.7	2.2	3.2	1.5	1.6	8.4	7.0	7.3	16.8	14.7
ASIAN AMER	.6	1.0	.2	3.0	.5		.3	.2	.1	.4	.3	
INDIAN			.1						.1		.1	

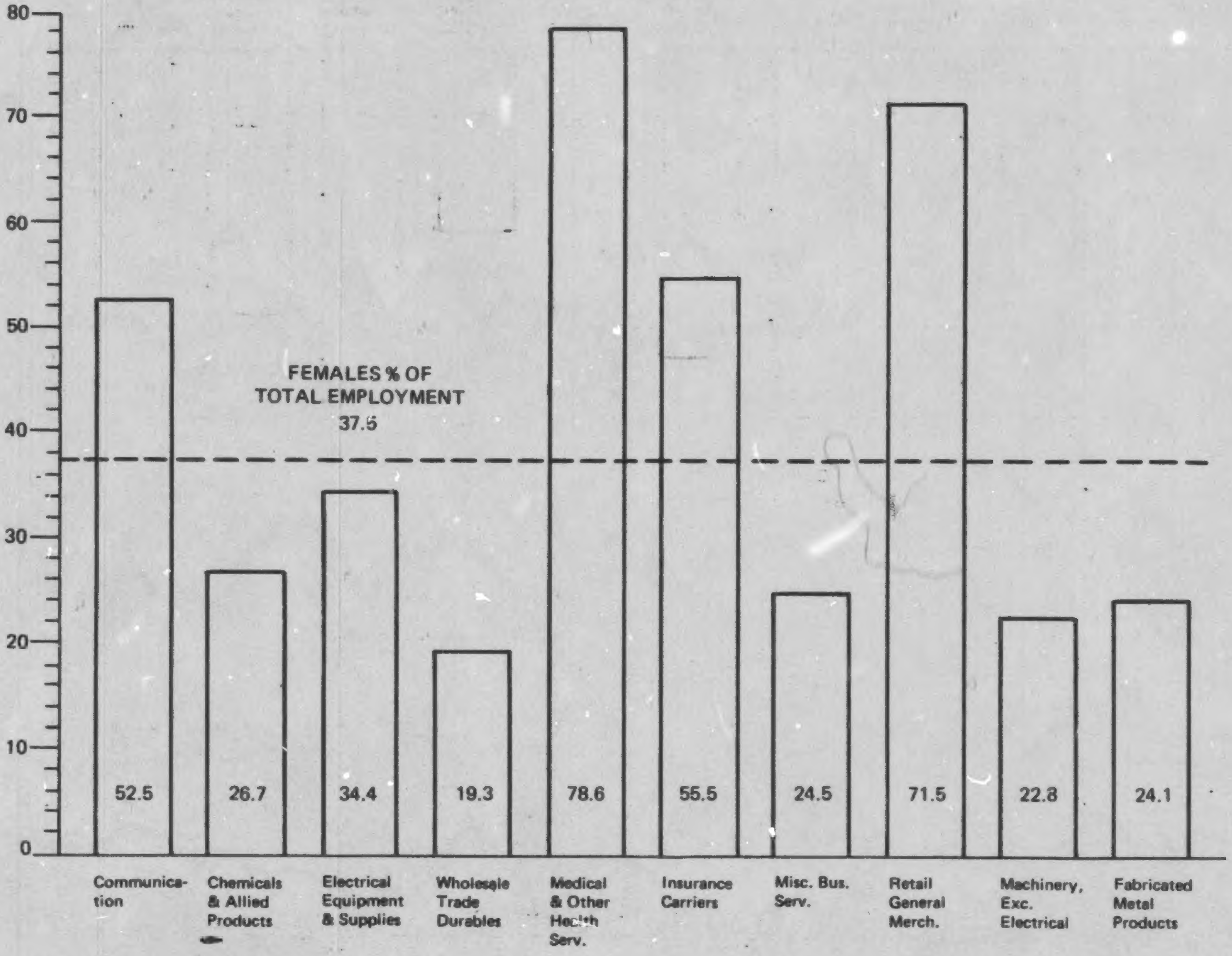
FABRICATED METAL PRODUCTS

MINORITY GROUP	TOTAL EMPLCYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALFS WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	10,323	2,684	958	193	286	236	1,011	7,520	1,752	4,479	1,209	119
% WHO WERF:												
FEMALE	24.1	31.2	3.4	8.8	9.4	13.1	72.1	21.8	1.9	23.1	44.2	9.2
BLACK	19.7	3.9	2.5	1.6	3.5		6.8	19.6	7.9	21.3	29.9	27.7
SSA	12.8	2.0	1.3	1.6	2.1		3.3	16.4	4.1	20.7	19.2	13.4
ASIAN AMER	.1	.4	.5	1.6	.7		.1	.1			.2	
INDIAN	.1	.1		1.6			.1	.1	.1	.1	.1	

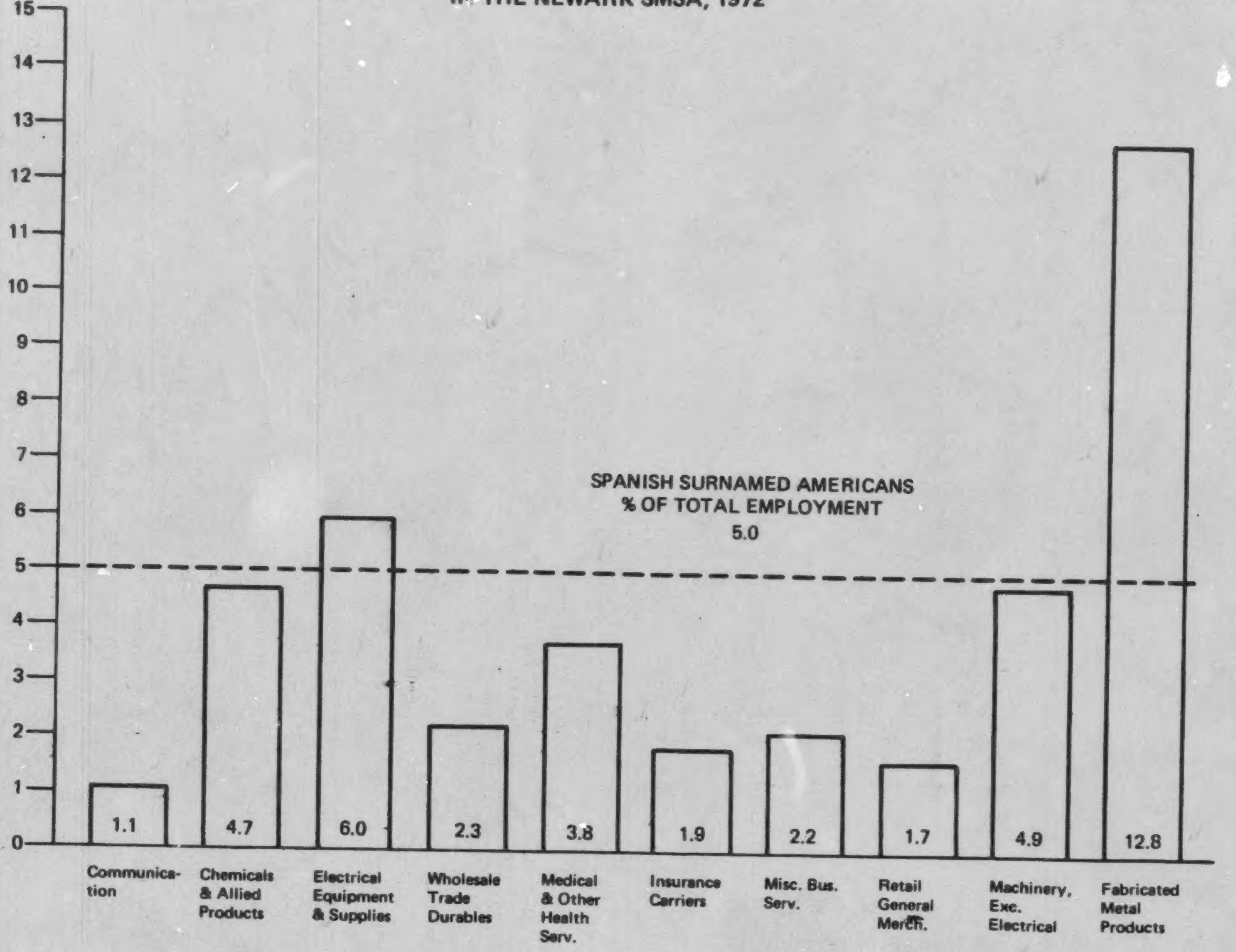
PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE NEWARK SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE NEWARK SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY SPANISH SURNAMED AMERICANS IN SELECTED MAJOR INDUSTRIES IN THE NEWARK SMSA, 1972



NEW ORLEANS

In 1972 the New Orleans SMSA had an estimated population of 1,076,600. Approximately 52 percent of the people were female; 31 percent were black.

In 1972 there were more than 400,000 persons in the New Orleans labor force. Approximately 37 percent of the labor force participants were female; 27 percent were black.

Annual median income in 1969 for those 16 years and older with earnings was $7,104 for all males, $3,356 for females. Black males earned a median income of $4,511 annually, while black females earned a meager $2,283 yearly.

In 1970 the median school years completed for all those 25 years and older was approximately equal for males (11.5 years) and females (11.3 years). For blacks in the same age group, females showed a bit more schooling than males (9.3 vs. 8.6 years). Though the difference in educational levels might explain part of the gap in earnings between all persons of one sex and blacks of that sex, the same logic cannot be used to explain the large earnings differentials between males and females.

The data derived from the 1972 EEO-1 survey of industries do not contradict the earnings statistics outlined above. Women and minorities suffered uneven participation and unbalanced occupational distribution both among industries in the area and across job categories. Both groups generally were concentrated in job categories and industries where the earnings potentials were low.

In 1972 women were represented at a rate of 29 percent in the EEO-1 reported employment. They represented 42 percent of the white collar workers (74 percent of the office and clerical workers), 11 percent of the blue collar workers, and 46 percent of the service workers. Since 1970 there has been little change in the participation rates of women, except for a slight drop in their representation in the office and clerical jobs and a slight increase in their share of the laborer jobs.

In 1972 more than three-fifths of all women were in three relatively unattractive job categories—41 percent were office and clerical workers, seven percent were operatives, and 14 percent were service workers. Only about one-third of all male employees were in those categories.

According to the 1972 EEO-1 survey statistics, Anglo and minority women were distributed among the various job categories in quite dissimilar proportions. For instance, an overwhelming majority (84 percent) of Anglo females were white collar workers, whereas only 37 percent of minority women held positions in that category. Half of all Anglo women were office and clerical workers, but only one-fifth of all minority women were employed in office and clerical jobs. While 30 percent of minority women were blue collar workers, only ten percent of Anglo women were employed in the blue collar field. Finally, the proportion of minority women in service jobs to the proportion of Anglo women in such jobs was 5 to 1.

In 1972 blacks held one-fourth of the jobs reported in the EEO-1 survey. However, blacks constituted only nine percent of the white collar workers (a mere four percent of the officials and managers). Blacks were 35 percent of the blue collar workers (only 17 percent of the skilled craftsmen, 64 percent of the laborers), and 60 percent of the service workers.

Since 1970 blacks have undergone few changes in their participation in the various job categories. Black representation shifted slightly upward in every category of white collar and blue collar employment, but dropped significantly in the service worker category.

In 1972, 70 percent of all blacks were operatives (24 percent) laborers (24 percent) and service workers (22 percent). Only 22 percent of all Anglo workers held positions in these usually low earnings occupations.

The differences between the occupational distributions of Anglo males and minority males were most evident in the traditionally highest and lowest paying job categories. In 1972, the percentage of Anglo males that were officials and managers was almost six times that of minority males. At the same time the proportion minority men who were services workers was quadruple that of Anglo males.

A comparison of the occupational distributions of Anglo males, women and minorities gives a partial picture of the relative economic positions of these groups. In 1972, for example, over half (52 percent) of all Anglo males were officials and managers, professionals, or skilled craftsmen, but only 21 percent of minority males, 16 percent of Anglo females, and 13 percent of minority females held these top positions in the white and blue collar job categories.

The top ten industries in the New Orleans SMSA in 1972 accounted for 54 percent of all the reported employment. Total employment ranged from approximately 5,500 to 14,300 persons. The combined industries had a greater percentage of white collar workers that the surveyed industries taken as a whole (52 vs. 48 percent) and slightly smaller percentages of blue collar (41 vs 43 percent) and service (7 vs. 9 percent) workers.

The all industries participation rate for women in 1972 was 29 percent, but the female participation rate was very uneven among the top ten industries. Transportation Equipment (a high average earnings industry) had a work force in 1972 that was only three percent female, while three-fourths of the employees in Medical and Other Health Services (a relatively low average earnings industry) was female. In the largest industry, Oil and Gas Extraction (another high average earnings industry), women were only seven percent of the workers.

Office and clerical positions in the ten major industries were filled generally by women. Women represented an average of 71 percent of the workers in that category.

Blacks were 25 percent of the employees in the New Orleans SMSA, but six of the ten largest industries hired blacks at a lower rate. The largest industry, Oil and Gas Extraction, hired the smallest percentage of blacks—less than six percent. Blacks experienced the greatest representation in Medical and Other Health Services—41 percent. Blacks were also employed at high rates in Food and Kindred Products (34 percent) and Water Transportation (31 percent), but were concentrated in the usually low paying operative, laborer, and service worker categories.

Spanish Surnamed Americans were about three percent of all employees in the EEO-1 survey, but were employed at rates of from less than one-half of one percent in the Communications industry to almost six percent in Food Stores. Most Spanish held blue collar jobs. Almost one-fourth of all Spanish were skilled craftsmen.

Asian Americans represented a mere 0.3 percent of the New Orleans SMSA employees. They participated in a significantly different degree only in Medical and Other Health Services, where Asian Americans accounted for 1.2 percent of all employees. Three-fourths of all Asians were white collar workers and were concentrated chiefly in professional and technician categories.

American Indians were only 0.2 percent of the total employees covered by the survey and were employed at approximately that rate in all the top ten industries except Food Stores, where they were two percent of the employees. A majority (63 percent) of Indians were either operatives or service workers. Nevertheless, a fairly large percentage of Indians were officials and managers. In fact the proportion of Indians who held such positions (11 percent) was slightly higher than the rate for all employees (ten percent).

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE NEW ORLEANS, LA. SMSA – 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	100.0
White Collar	48.5	13.0	84.3	37.0
Officials and Managers	15.7	2.8	5.1	1.0
Professionals	10.8	2.0	8.0	3.0
Technicians	6.0	1.9	4.2	3.7
Sales Workers	9.4	3.1	16.9	8.9
Office and Clerical	9.6	3.2	50.1	20.4
Blue Collar	47.7	71.8	9.7	30.2
Craftsmen	25.7	15.8	3.2	8.7
Operatives	16.7	27.8	4.2	13.2
Laborers	5.3	28.2	2.3	8.3
Service Workers	3.8	15.2	6.0	32.8

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
BLACK EMPLOYEES, 1970, 1971, AND 1972

NEW ORLEANS, LOUISIANA	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	155,284	152,007	157,521	22.4	23.8	24.7	100.0	100.0	100.0
WHITE COLLAR	75,660	73,215	75,359	7.6	8.3	9.2	16.9	16.8	17.8
OFFICIALS AND MANAGERS.	14,818	14,496	15,445	3.6	3.8	4.4	1.5	1.5	1.8
PROFESSIONALS	11,763	11,724	12,369	4.5	4.9	4.9	1.5	1.6	1.5
TECHNICIANS	6,383	6,872	7,283	8.9	9.5	10.8	1.6	1.8	2.0
SALES WORKERS	14,821	15,447	15,218	10.2	10.8	11.8	4.3	4.6	4.6
OFFICE AND CLERICAL WORKERS . .	27,875	24,676	25,044	9.3	10.6	12.3	7.4	7.2	7.9
BLUE COLLAR	65,991	64,977	67,937	30.4	33.3	34.6	57.8	60.0	60.4
CRAFTSMEN	27,183	26,891	27,989	12.7	16.5	17.3	10.0	12.3	12.5
OPERATIVES	26,460	24,340	25,245	35.8	36.4	36.6	26.7	24.5	23.8
LABORERS	12,348	13,746	14,703	59.3	60.9	63.8	21.1	23.2	24.1
SERVICE WORKERS	13,633	13,815	14,225	65.7	60.8	59.6	25.8	23.2	21.8

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
FEMALE EMPLOYEES, 1970, 1971, AND 1972

NEW ORLEANS, LOUISIANA	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	155,284	152,007	157,521	29.9	29.5	28.9	100.0	100.0	100.0
WHITE COLLAR	75,660	73,215	75,359	44.5	43.6	42.1	72.3	71.2	69.6
OFFICIALS AND MANAGERS.	14,818	14,496	15,445	10.8	11.0	11.2	3.4	3.6	3.8
PROFESSIONALS	11,763	11,724	12,369	23.8	23.8	23.9	5.8	6.2	6.5
TECHNICIANS	6,383	6,872	7,283	25.5	24.9	25.3	3.3	3.8	4.0
SALES WORKERS	14,821	15,447	15,218	42.1	46.7	43.1	13.4	16.1	14.4
OFFICE AND CLERICAL WORKERS . .	27,875	24,676	25,044	77.2	75.5	74.4	46.3	41.5	40.9
BLUE COLLAR	65,991	64,977	67,937	10.1	10.3	10.8	14.4	15.0	14.0
CRAFTSMEN	27,183	26,891	27,989	7.6	8.3	7.9	4.4	5.0	4.9
OPERATIVES	26,460	24,340	25,245	13.2	11.9	12.6	7.5	6.4	7.0
LABORERS	12,348	13,746	14,703	8.9	11.7	13.0	2.4	3.6	4.2
SERVICE WORKERS	13,633	13,815	14,225	44.7	44.7	46.0	13.1	13.8	14.4

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE NEW ORLEANS, LOUISIANA, SMSA

OIL AND GAS EXTRACTION

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
		TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	14,275	6,646	1,735	2,366	990	49	1,506	7,467	3,370	3,210	887	162
% WHO WERE:												
FEMALE	7.3	15.7	.3	1.5	9.2		60.8				.1	1.2
BLACK	5.7	4.5		1.1	7.2		13.3	6.6	2.2	9.5	13.0	10.9
SSA	1.0	.7	.4	.6	1.4		.9	1.2	1.5	.9	1.0	1.2
ASIAN AMER	.2	.3		.7	.1		.1	.1	.1	.1		3.7
INDIAN	.2	.1	.1				.1	.3	.4	.3	.2	1.2

TRANSPORTATION EQUIPMENT

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
		TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	12,943	2,708	1,313	493	370	35	537	10,096	6,443	2,627	1,026	141
% WHO WERE:												
FEMALE	2.9	13.1	.9	3.3	2.2		59.8	.2		.6		2.1
BLACK	26.9	8.8	10.0	3.3	9.2		10.6	31.7	22.6	43.4	98.9	20.4
SSA	2.9	1.3	1.0	1.8	1.4	2.9	1.3	3.3	2.8	4.4	3.9	.7
ASIAN AMER	.1	.3	.1	1.5	.3			.1	.1			
INDIAN	.1	.1	.2	.2			.2	.1	.1	.1		

RETAIL GENERAL MERCHANDISE

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
		TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	10,137	7,546	1,240	71	36	4,481	1,718	1,474	366	458	652	1,117
% WHO WERE:												
FEMALE	64.3	72.7	35.6	52.1	66.7	77.5	88.2	31.4	11.3	47.2	31.6	58.9
BLACK	20.1	11.6	4.5	1.4	8.3	14.0	11.1	27.3	12.4	22.5	39.1	67.4
SSA	2.4	2.5	2.5	2.8		2.2	3.0	3.5	2.7	6.8	1.7	.5
ASIAN AMER	.1		.1				.1	.3	.5	.2	.3	
INDIAN	.1	.1	.1			.1		.1	.3		.2	

MEDICAL+OTHER HEALTH SERVICES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
		TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	10,042	6,015	359	2,217	1,651	7	1,781	696	156	388	152	3,331
% WHO WERE:												
FEMALE	75.8	79.1	43.7	78.6	74.4	100.0	91.1	42.4	9.0	68.7	60.5	76.7
BLACK	40.6	16.2	9.7	8.8	23.0	42.9	20.4	53.3	24.4	50.3	90.8	82.0
SSA	3.0	3.9	2.2	5.5	2.4		3.7	4.5	5.8	4.4	3.3	.9
ASIAN AMER	1.2	1.9	.3	1.7	4.0		.5	.3	1.3			.1
INDIAN								.1	.6			

FOOD STORES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
		TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	7,751	5,692	1,008	78	2	4,206	398	929	90	441	398	1,130
% WHO WERE:												
FEMALE	35.3	40.4	18.5	21.8		42.5	77.9	10.8	2.2	10.0	13.6	30.0
BLACK	22.1	13.7	7.2	16.7		15.5	9.8	55.3	14.4	41.3	80.2	37.4
SSA	5.6	3.4	3.5			3.3	4.5	2.2	4.4	2.3	1.5	19.5
ASIAN AMER	.1	.1	.1	1.3		.1		.1	1.1			
INDIAN	2.0	.9	1.9			.5	2.3					9.0

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES
IN THE NEW ORLEANS, LOUISIANA, SMSA (Cont.)

FOOD AND KINDRED PRODUCTS

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	6,849	2,520	696	76	106	966	676	4,199	790	1,049	1,560	150
% WHO WERE:												
FEMALE	16.9	19.0	1.3	6.6	17.9	.7	64.8	15.9	1.9	9.8	30.1	10.0
BLACK	34.3	8.4	5.9	1.3	5.7	13.0	5.9	48.6	25.6	41.7	69.2	71.3
SSA	1.9	1.7	1.1	5.3	1.9	1.7	2.1	1.8	2.0	2.4	1.0	4.7
ASIAN AMER												
INDIAN							.1					

WHOLESALE TRADE DURABLES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	6,611	3,921	748	180	357	1,394	1,242	2,604	853	1,110	641	86
% WHO WERE:												
FEMALE	16.2	24.4	2.1	3.9	6.4	6.8	65.5	4.1	2.2	6.6	2.3	14.0
BLACK	20.1	3.8	1.9	1.1	5.6	2.4	6.4	43.3	23.9	90.3	56.9	65.1
SSA	1.7	1.6	.4	1.7	2.2	.9	2.9	1.9	3.2	1.1	1.7	2.3
ASIAN AMER	.1	.1		.6			.2		.1			
INDIAN												1.2

WATER TRANSPORTATION

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	6,137	2,425	504	198	774	22	927	3,55?	1,442	969	1,144	127
% WHO WERE:												
FEMALE	7.1	17.3	1.6	2.5	.4	9.1	43.4		.1			7.9
BLACK	31.2	7.2	3.4	2.0	9.8		8.3	48.2	34.0	47.5	66.8	11.8
SSA	4.4	4.1	.8	8.1	4.7	9.1	4.4	4.6	10.6	.1	.8	3.1
ASIAN AMER	.7	.6			1.4		.3	.8	1.8		.1	
INDIAN							.1					

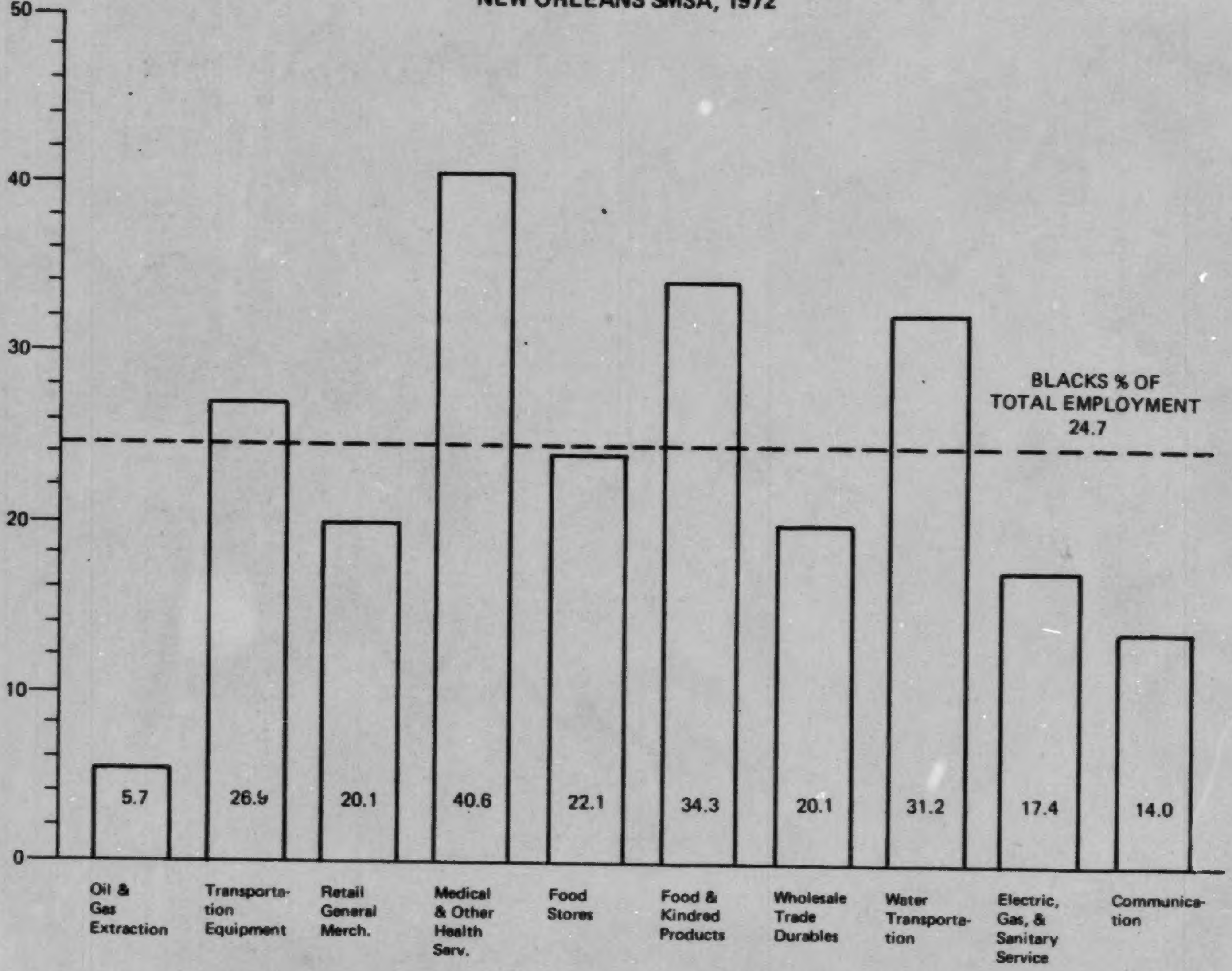
ELECTRIC,GAS,+SANITARY SERVICE

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	5,505	2,493	504	460	395	72	1,059	2,927	1,251	1,455	221	85
% WHO WERE:												
FEMALE	12.9	27.9	1.4	6.3	.5	5.6	61.7	.1	.1		.5	17.6
BLACK	17.4	2.2	1.4	.2	1.0	2.8	4.0	28.3	5.2	43.2	61.1	83.5
SSA	2.5	1.7	1.4	2.6	1.0		1.8	3.3	4.6	2.5	1.4	
ASIAN AMER	.1	.1		.2	.5							
INDIAN												

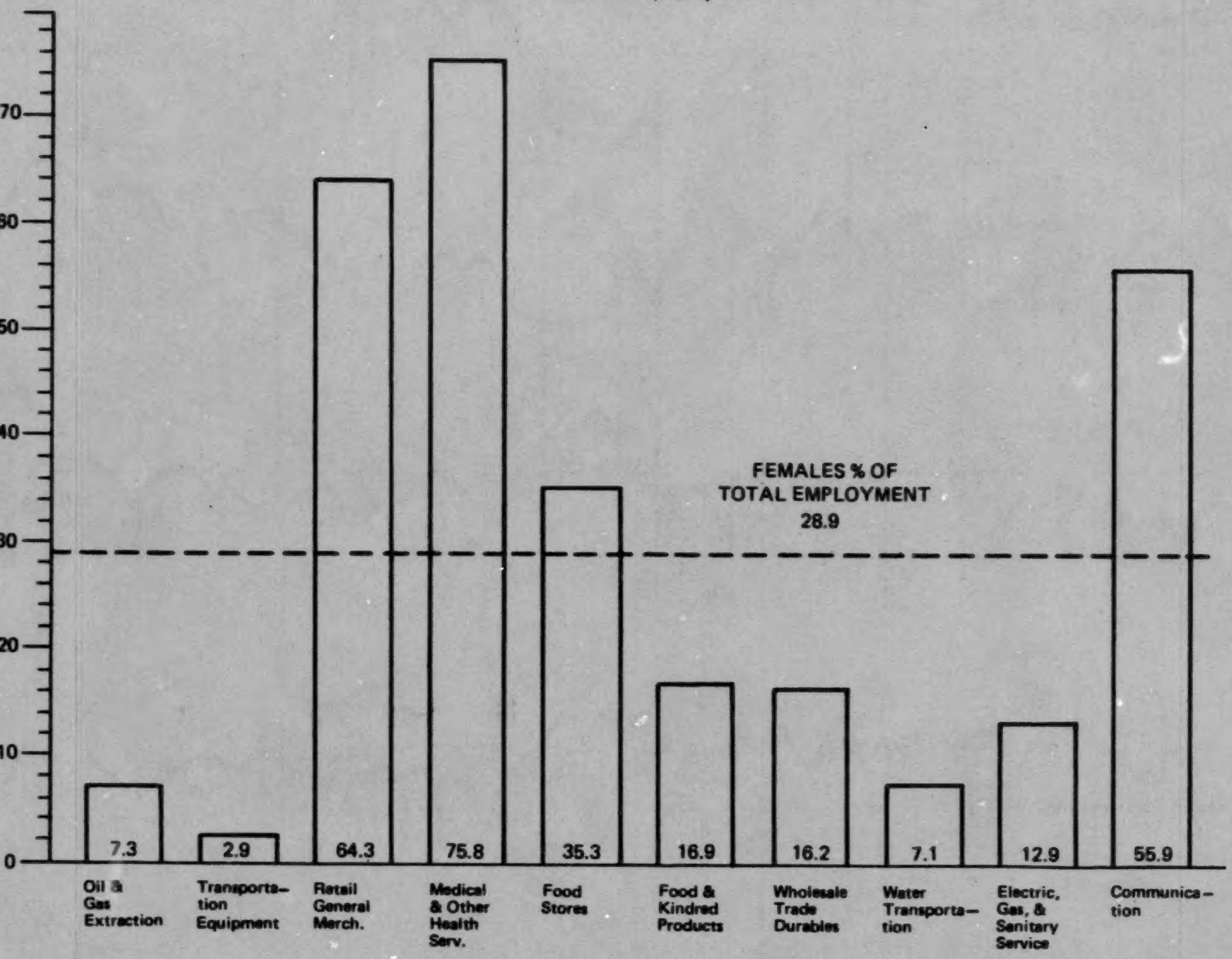
COMMUNICATION

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	5,481	4,203	584	499	380	77	2,743	1,136	1,097	39		62
% WHO WERE:												
FEMALE	55.9	70.7	43.3	17.2	15.5	18.2	95.4	.5	.5	2.6		48.4
BLACK	14.0	14.0	1.2	2.8	3.4		20.6	10.0	9.4	28.2		90.3
SSA	.4	.4	.2	.4	2.1		.3	.3	.3			
ASIAN AMER	.2	.3	.2		2.4							
INDIAN												

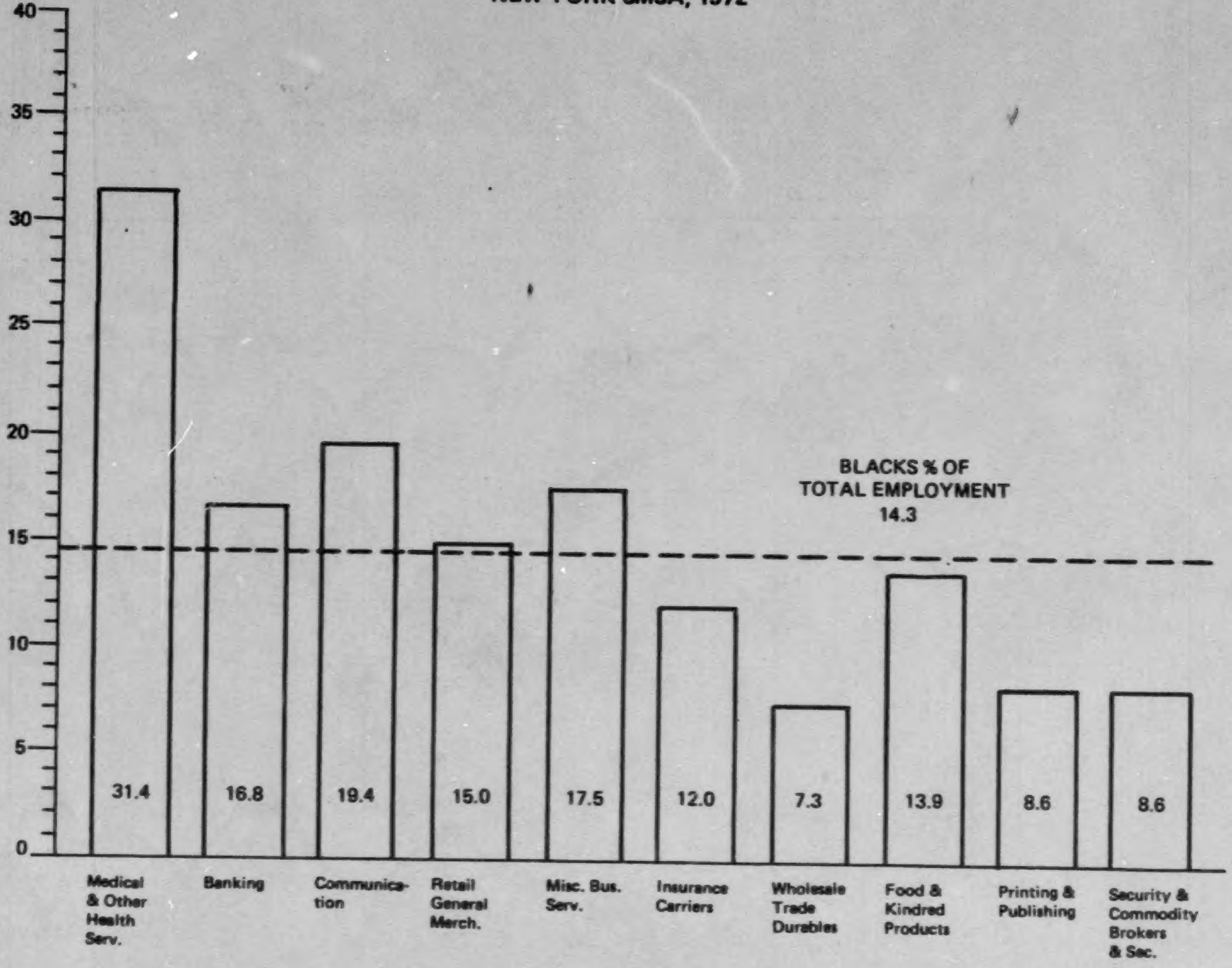
PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE NEW ORLEANS SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE NEW ORLEANS SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE NEW YORK SMSA, 1972



NEW YORK

The New York SMSA had a population of 11,644,300 in 1972. Approximately 53 percent of New York population were female; 16 percent were black. Eleven percent of the population were Spanish origin or descent; 68 percent of the Spanish population were of Puerto Rican birth or parentage.

The 1972 New York civilian labor force was an estimated 4,701,000 persons. Approximately 35 percent of the labor force participants were females aged 20 years and older; about 16 percent were black and about nine percent were of Spanish origin.

Annual median income for those persons 16 years and older with earnings in 1969 was $8,385 for all males and $4,770 for all females. Black males earned a median income of $6,288 annually, while black females earned $4,501 yearly. Males of Spanish origin earned a median income of $5,371 per year, but Spanish females earned a low $3,178 annually.

In 1970, the median school years completed for all those 25 years and older was approximately equal––12.1 years for males, 12.0 years for females. For blacks in the same age group males and females had an equivalent median number of school years––10.9 years. The median number of school years completed by persons of Spanish origin was quite low––9.0 years.

Though the difference in educational levels might explain part of the gap in earnings between all persons and either blacks or persons of Spanish origins, the same logic certainly cannot be applied to explain the large differentials between males and females. It is evident from the findings of the 1972 EEO-1 survey that women and minorities suffered uneven participation and unbalanced occupational distribution both among industries in the area and across job categories. Both groups generally were concentrated in job categories and industries where the earnings potentials were low.

In 1972, women represented 41 percent of the employees in the EEO-1 survey. Women were 47 percent of the white collar workers (73 percent of the office and clerical workers, but only 16 percent of the officials and managers), 20 percent of the blue collar workers, and 43 percent of the service workers.

Since 1970 women have increased their rate of participation in all but two categories of employment––operative and laborer. They made relatively large gains in their share of the higher paying officials and managers and professionals jobs, though also increasing their representation in the low paying service workers category.

A majority (52 percent) of women were in office and clerical jobs in 1972, while only 13 percent of all males held positions in that job category. Only five percent of all women were officials and managers, but 17 percent of all males were in similar positions. In the blue collar field, less than two percent of all women were skilled craftsmen, while more than 13 percent of all males were in that category.

According to the 1972 EEO-1 survey statistics, Anglo and minority women were distributed among the various job categories in quite dissimilar ways. For instance, 84 percent of the Anglo women were white collar workers, but only 65 percent of the minority women worked in jobs in that category. More than twice as great a percentage of Anglo women as minority women were officials and managers or sale workers. However, a greater proportion of minority than Anglo women were employed as technicians. The percentage of minority women who held blue collar or service worker jobs was more than double the rate for Anglo women.

In 1972 blacks held 14 percent of all jobs in the EEO-1 survey. However, blacks held only 11 percent of the white collar positions (a mere four percent of the officials and managers). Blacks were 17 percent of the blue collar workers (only ten percent of the skilled craftsmen), but 25 percent of the laborers and a disproportionate 32 percent of the service workers.

Since 1970 blacks have increased their share of every job category except operative and laborer. The only significant gain, however, came in the category of technician.

In 1972, 42 percent of all blacks were in three low paying job categories––12 percent were operatives, nine percent were laborers, and 21 percent were service workers. Only 18 percent of all Anglo workers held similar positions.

In 1972, Spanish Surnamed Americans held eight percent of the jobs reported in the SMSA. Spanish, however, constituted only five percent of all white collar employees (only two percent of the officials and managers). Spanish were 14 percent of all blue collar workers (only eight percent of the skilled craftsmen, but 22 percent of the laborers) and 17 percent of the service workers.

Since 1970 Spanish have increased their representation in every white collar job, though only slightly. In the blue collar category, the Spanish rate remained about even for the skilled craftsmen positions, but dropped for both operative and laborer jobs. SSA's proportion of jobs in the service worker category also dropped somewhat.

In 1972, 52 percent of all Spanish were operatives (19 percent), laborers (14 percent), and service workers (19 percent). Only 18 percent of all Anglo employees held jobs in those three relatively low paying job categories.

The dissimilarities between the occupational distributions of Anglo males and minority males were most evident in the traditionally highest and lowest paying categories. In 1972, the percentage of Anglo males that were officials and managers was more than four times that of minority males. At the same time the proportion of minority men who were service workers was quadruple that of Anglo males.

A comparision of the occupational distribution of Anglo males with those of females and minorities gives a partial picture of the relative economic positions of the groups. In 1972, for instance, over half (51 percent) of all Anglo males were officials and managers, professionals, or skilled craftsmen, but only 21 percent of minority males, 17 percent of Anglo females, and 11 percent of minority females held those top positions in the white and blue collar job categories.

The top ten industries in the New York SMSA in 1972 accounted for 52 percent of the total employment reported in the EEO-1 survey. The number of employees per industry ranged from approximately 61,000 to 134,000. The top ten industries had a greater percentage of white collar workers than the surveyed industries as a whole (76 vs. 68 percent), a smaller percentage of blue collar workers (14 vs. 23 percent), and an equivalent rate for service workers of about ten percent.

Women represented 41 percent of the reported employment in the New York SMSA, but among the top ten industries the female participation rate ranged from 24 percent in Food and Kindred Products to 70 percent in the SMSA's largest industry, Medical and Other Health Services.

Office and clerical positions in the ten major industries generally were filled by women. Women represented an average of 76 percent of the workers in that category.

Blacks were 14 percent of the employees in the 1972 EEO-1 survey, but only half of the top ten industries employed blacks at that rate or higher. Wholesale Trade Durables (a relatively high average earnings industry) hired blacks at the lowest level——seven percent. Blacks experienced their highest rate of representation (31 percent) in Medical and Other Health Services. This industry employed blacks at rates above their SMSA participation rate in every category of employment, but is a relatively low average earnings industry.

Spanish Surnamed Americans were eight percent of all employees in the EEO-1 survey, but were employed at rates of from three percent in the Communications industry to eleven percent in Medical and Other Health Services. Seven of the ten industries employed Spanish Surnamed Americans at rates below their overall SMSA rate. Those Spanish employed were concentrated generally in the relatively low paying operative, laborer, and service worker categories.

Asian Americans represented slightly more than one percent of the reported employment. They participated at that rate or above in only four of the top ten industries. Their most significant representation was in Medical and Other Health Services, where Asians accounted for almost four percent of all employees. An overwhelming majority (86 percent) of all Asians in the SMSA were white collar workers; one-third were professionals. The proportions of Asians who were professionals, technicians, and office and clerical workers were higher than the respective rates for Anglo workers.

American Indians were only one-tenth of one percent of the total employees covered by the survey and were employed at approximately that rate by all of the ten largest industries. One third of all Indians were blue collar workers; ten percent were skilled craftsmen. The proportions of Indians who were blue collar workers (all categories) and service workers were higher than the respective rates for Anglo workers.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE NEW YORK, NEW YORK, SMSA – 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	100.0
White Collar	66.8	35.7	84.0	65.1
Officials and Managers	20.2	5.0	6.0	2.4
Professionals	17.1	5.7	9.6	6.4
Technicians	5.2	4.4	2.8	4.3
Sales Workers	12.3	4.6	11.6	5.6
Office and Clerical	12.0	16.0	54.0	46.4
Blue Collar	27.8	42.2	8.9	18.4
Craftsmen	14.0	10.3	1.3	2.3
Operatives	9.6	17.8	4.8	9.6
Laborers	4.2	14.1	2.8	6.5
Service Workers	5.4	22.1	7.1	16.5

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF BLACK EMPLOYEES, 1970, 1971, AND 1972

NEW YORK,NEW YORK	1970	1971	1972	PARTICIPATION RATES 1970	PARTICIPATION RATES 1971	PARTICIPATION RATES 1972	OCCUPATIONAL DISTRIBUTION 1970	OCCUPATIONAL DISTRIBUTION 1971	OCCUPATIONAL DISTRIBUTION 1972
TOTAL EMPLOYEES	1,805,328	1,821,166	1,870,180	13.8	13.7	14.3	100.0	100.0	100.0
WHITE COLLAR	1,221,248	1,263,283	1,267,014	10.4	10.6	11.0	51.1	53.8	52.1
OFFICIALS AND MANAGERS.	204,360	215,248	227,770	3.4	3.7	4.4	2.8	3.2	3.7
PROFESSIONALS	218,216	222,999	229,303	5.0	5.3	5.7	4.4	4.7	4.9
TECHNICIANS	80,373	82,726	80,096	12.3	13.2	15.1	4.0	4.4	4.5
SALES WORKERS	166,502	185,434	194,019	6.1	6.6	7.1	4.1	4.9	5.2
OFFICE AND CLERICAL WORKERS . .	551,797	556,876	535,826	16.2	16.4	16.8	35.9	36.6	33.8
BLUE COLLAR	429,942	408,274	430,164	17.1	16.3	16.9	29.5	26.8	27.2
CRAFTSMEN	154,043	146,857	159,374	9.3	9.3	10.1	5.7	5.5	6.0
OPERATIVES	178,363	173,016	172,679	18.8	17.8	18.6	13.4	12.4	12.0
LABORERS	97,536	88,401	98,111	26.4	25.1	24.8	10.3	8.9	9.1
SERVICE WORKERS	154,138	149,609	173,002	31.4	32.2	32.0	19.4	19.4	20.7

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF FEMALE EMPLOYEES, 1970, 1971, AND 1972

NEW YORK,NEW YORK	1970	1971	1972	PARTICIPATION RATES 1970	PARTICIPATION RATES 1971	PARTICIPATION RATES 1972	OCCUPATIONAL DISTRIBUTION 1970	OCCUPATIONAL DISTRIBUTION 1971	OCCUPATIONAL DISTRIBUTION 1972
TOTAL EMPLOYEES	1,805,328	1,821,166	1,870,180	40.2	40.4	40.5	100.0	100.0	100.0
WHITE COLLAR	1,221,248	1,263,283	1,267,014	46.9	46.9	47.1	78.9	80.6	78.8
OFFICIALS AND MANAGERS.	204,360	215,248	227,770	14.0	15.5	16.7	4.2	4.5	5.0
PROFESSIONALS	218,216	222,999	229,303	26.6	27.1	28.7	8.0	8.2	8.7
TECHNICIANS	80,373	82,726	80,096	27.1	27.2	30.7	3.0	3.1	3.2
SALES WORKERS	166,502	185,434	194,019	38.3	38.0	38.9	8.8	9.6	10.0
OFFICE AND CLERICAL WORKERS . .	551,797	556,876	535,826	72.4	72.9	73.3	55.0	55.2	51.9
BLUE COLLAR	429,942	408,274	430,164	21.5	20.0	20.3	12.8	11.1	11.5
CRAFTSMEN	154,043	146,857	159,374	7.2	7.1	7.6	1.5	1.4	1.6
OPERATIVES	178,363	173,016	172,679	29.5	26.7	27.0	7.2	6.3	6.2
LABORERS	97,536	88,401	98,111	29.7	28.3	29.0	4.0	3.4	3.8
SERVICE WORKERS	154,138	149,609	173,002	39.3	40.6	42.6	8.3	8.3	9.7

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTION OF SPANISH SURNAMED EMPLOYEES, 1970, 1971, AND 1972

NEW YORK, NEW YORK	1970	1971	1972	PARTICIPATION RATES 1970	PARTICIPATION RATES 1971	PARTICIPATION RATES 1972	OCCUPATIONAL DISTRIBUTION 1970	OCCUPATIONAL DISTRIBUTION 1971	OCCUPATIONAL DISTRIBUTION 1972
TOTAL EMPLOYEES	1,805,328	1,821,166	1,870,180	8.2	7.8	8.1	100.0	100.0	100.0
WHITE COLLAR	1,221,248	1,263,283	1,267,014	4.5	4.6	4.7	36.7	41.2	39.9
OFFICIALS AND MANAGERS.	204,360	215,248	227,770	1.9	2.0	2.2	2.6	3.1	3.4
PROFESSIONALS	218,216	222,999	229,303	2.1	2.4	2.5	3.2	3.8	3.8
TECHNICIANS	80,373	82,726	80,096	5.4	5.8	6.5	2.9	3.4	3.4
SALES WORKERS	166,502	185,434	194,019	3.2	3.6	3.5	3.6	4.7	4.5
OFFICE AND CLERICAL WORKERS . .	551,797	556,876	535,826	6.5	6.7	7.0	24.4	26.3	24.8
BLUE COLLAR	429,942	408,274	430,164	15.6	14.0	14.3	45.2	40.3	40.9
CRAFTSMEN	154,043	146,857	159,374	7.4	7.4	7.5	7.7	7.7	7.9
OPERATIVES	178,363	173,016	172,679	17.7	15.3	16.5	21.3	18.6	18.8
LABORERS	97,536	88,401	98,111	24.6	22.5	21.7	16.2	14.0	14.1
SERVICE WORKERS	154,138	149,609	173,002	17.3	17.6	16.8	18.0	18.5	19.2

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE NEW YORK, NEW YORK, SMSA

MEDICAL+OTHER HEALTH SERVICES

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT 133,995	TOTAL 80,415	OFFCS MGRS 7,419	PROF 35,541	TECH 16,134	SALES WKRS 629	OFF CLER 20,692	TOTAL 8,706	CRAFT 2,057	OPER 3,598	LAB 3,051	SERVICE WORKERS 44,474
% WHO WERE:												
FEMALE	69.7	74.9	49.8	73.2	75.0	85.4	86.6	37.1	13.8	33.7	56.9	66.5
BLACK	31.4	21.3	15.9	16.6	36.5	59.3	18.3	36.0	26.4	36.2	42.2	48.8
SSA	10.6	7.3	5.3	5.1	9.6	15.6	10.8	15.8	15.6	18.7	12.6	19.5
ASIAN AMER	3.5	9.5	1.9	9.8	3.6	.2	1.0	.6	1.0	.4	.5	.6
INDIAN	.1	.1	.1			1.4	.1	.2	.4	.3		.1

BANKING

MINORITY GROUP	TOTAL EMPLOYMENT 129,280	TOTAL 123,092	OFFCS MGRS 26,137	PROF 8,103	TECH 2,346	SALES WKRS 1,633	OFF CLER 84,873	TOTAL 1,669	CRAFT 380	OPER 1,228	LAB 61	SERVICE WORKERS 4,919
% WHO WERE:												
FEMALE	52.3	54.1	16.5	28.3	21.6	37.8	69.3	8.0	2.6	10.0	1.6	20.0
BLACK	16.8	16.9	4.3	5.9	17.4	4.5	22.0	16.7	7.4	10.3	41.0	14.8
SSA	8.1	8.0	3.1	3.5	9.0	3.1	9.9	10.4	7.4	11.1	16.4	11.2
ASIAN AMER	1.4	1.5	1.0	1.9	1.5	1.2	1.6	1.3		1.7		.3
INDIAN	.1	.1	.1	.1		.1	.1					.2

COMMUNICATION

MINORITY GROUP	TOTAL EMPLOYMENT 126,925	TOTAL 94,963	OFFCS MGRS 18,919	PROF 16,438	TECH 4,643	SALES WKRS 2,671	OFF CLER 52,272	TOTAL 29,700	CRAFT 27,246	OPER 2,424	LAB 30	SERVICE WORKERS 2,282
% WHO WERE:												
FEMALE	46.5	60.8	36.8	20.8	7.2	16.2	89.2	1.7	1.5	3.4		34.8
BLACK	19.4	21.4	6.9	3.5	5.4	5.3	34.4	11.6	10.8	20.6	26.7	36.9
SSA	3.2	2.6	1.0	.8	3.6	.7	3.8	4.2	3.9	7.3	3.3	14.1
ASIAN AMER	.4	.4	.2	.7	.7	.1	.4	.4	.3	1.1		.5
INDIAN										.1		.1

RETAIL GENERAL MERCHANDISE

MINORITY GROUP	TOTAL EMPLOYMENT 117,960	TOTAL 95,138	OFFCS MGRS 16,560	PROF 2,942	TECH 1,252	SALES WKRS 47,527	OFF CLER 27,257	TOTAL 12,427	CRAFT 2,392	OPER 3,027	LAB 7,008	SERVICE WORKERS 10,395
% WHO WERE:												
FEMALE	65.0	70.7	33.1	43.9	27.8	79.3	83.1	37.8	19.0	62.4	33.5	45.3
BLACK	15.8	12.3	6.3	4.4	10.8	10.2	20.4	24.6	10.6	29.8	27.2	27.9
SSA	5.5	4.3	2.0	2.5	7.9	4.0	6.2	10.2	6.3	9.8	11.7	10.4
ASIAN AMER	1.0	1.1	.3	1.1	2.1	1.1	1.6	.5	.4	.7	.5	.8
INDIAN	.1	.1				.2	.1	.1	.1	.2	.1	.3

MISCELLANEOUS BUSINESS SERVICE

MINORITY GROUP	TOTAL EMPLOYMENT 92,093	TOTAL 54,218	OFFCS MGRS 9,653	PROF 13,862	TECH 3,373	SALES WKRS 2,924	OFF CLER 24,406	TOTAL 12,068	CRAFT 3,812	OPER 3,717	LAB 4,539	SERVICE WORKERS 25,807
% WHO WERE:												
FEMALE	36.6	45.6	12.7	21.8	24.7	20.4	78.0	16.5	11.4	27.8	11.5	27.2
BLACK	17.5	8.5	4.3	3.1	12.1	2.4	13.4	26.7	14.0	18.2	44.3	32.1
SSA	9.4	4.8	3.8	2.2	7.4	1.8	7.8	12.2	10.3	13.2	12.9	17.8
ASIAN AMER	.9	1.2	.5	1.4	2.5	.4	1.3	.4	.5	.6	.2	.5
INDIAN	.3	.1	.1		.1		.1	.1	.3	.1	.1	.8

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES
IN THE NEW YORK, NEW YORK, SMSA (Cont.)

INSURANCE CARRIERS

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	88,565	84,306	11,121	12,664	4,617	6,112	49,792	783	436	307	40	3,476
% WHO WERE:												
FEMALE	57.6	58.2	23.1	25.9	43.0	4.7	82.2	15.1	10.3	17.9	45.0	53.4
BLACK	12.0	11.9	3.0	3.3	8.3	6.2	17.1	13.4	8.5	16.3	45.0	15.2
SSA	5.3	4.8	1.2	1.8	4.1	4.6	6.5	8.7	3.4	16.3	7.5	10.0
ASIAN AMER	1.2	1.2	.3	1.7	2.1	.7	1.3	.8	.5	1.3		.6
INDIAN						.1		.1	.2			

WHOLESALE TRADE DURABLES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	80,126	63,271	11,769	5,232	5,349	18,156	22,765	15,918	3,902	8,446	3,570	937
% WHO WERE:												
FEMALE	29.2	31.3	7.9	13.0	5.3	7.8	72.5	21.5	11.0	25.5	23.5	17.6
BLACK	7.3	5.5	1.7	2.2	6.5	3.0	9.9	13.9	9.3	12.0	23.3	23.1
SSA	9.6	4.0	1.7	2.5	4.8	2.0	7.1	11.7	9.2	8.9	21.0	11.6
ASIAN AMER	2.2	2.7	2.9	6.8	1.9	1.6	2.7	.4	.5	.3	.4	.8
INDIAN	.1	.1			.1	.1	.1	.1	.1	.1	.2	

FOOD AND KINDRED PRODUCTS

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	78,277	39,820	9,835	3,491	1,263	15,093	10,138	33,788	8,279	13,481	12,028	4,669
% WHO WERE:												
FEMALE	23.9	26.7	4.4	12.9	20.5	10.3	78.3	19.0	4.2	12.0	37.0	35.5
BLACK	13.9	6.8	5.1	3.8	8.6	6.3	9.9	19.2	14.7	17.2	24.6	36.7
SSA	6.5	2.5	2.1	1.7	4.2	1.6	4.3	9.9	6.7	8.0	14.2	19.6
ASIAN AMER	.5	.6	.4	2.4	2.1	.1	.7	.4	.3	.2	.7	.4
INDIAN	.1	.1	.1		.2	.1	.1	.1	.2	.1	.1	.1

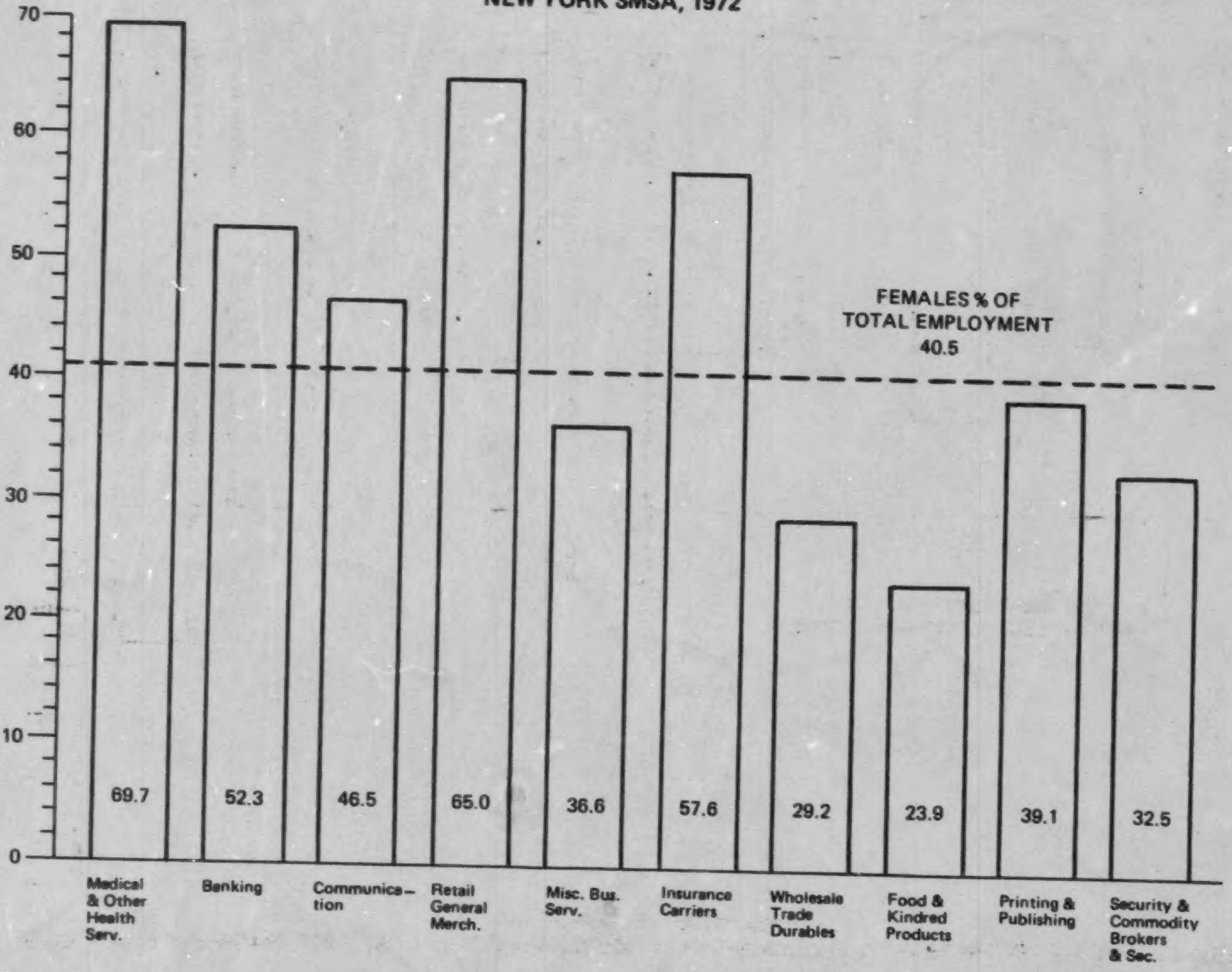
PRINTING AND PUBLISHING

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	70,719	47,991	8,528	10,041	1,721	4,947	22,754	21,438	11,215	7,643	2,580	1,290
% WHO WERE:												
FEMALE	39.1	50.0	22.1	40.4	33.0	10.9	74.3	15.8	6.2	26.0	27.2	20.4
BLACK	8.6	7.6	2.3	2.8	11.3	2.8	12.6	9.2	4.5	14.3	14.8	32.7
SSA	5.1	3.4	1.2	1.2	6.4	.9	5.6	8.3	4.0	12.3	14.7	13.6
ASIAN AMER	.7	.9	.4	1.0	1.4	.3	1.2	.2	.2	.1	.9	.2
INDIAN	.1	.1			.2		.1	.1	.1		.3	

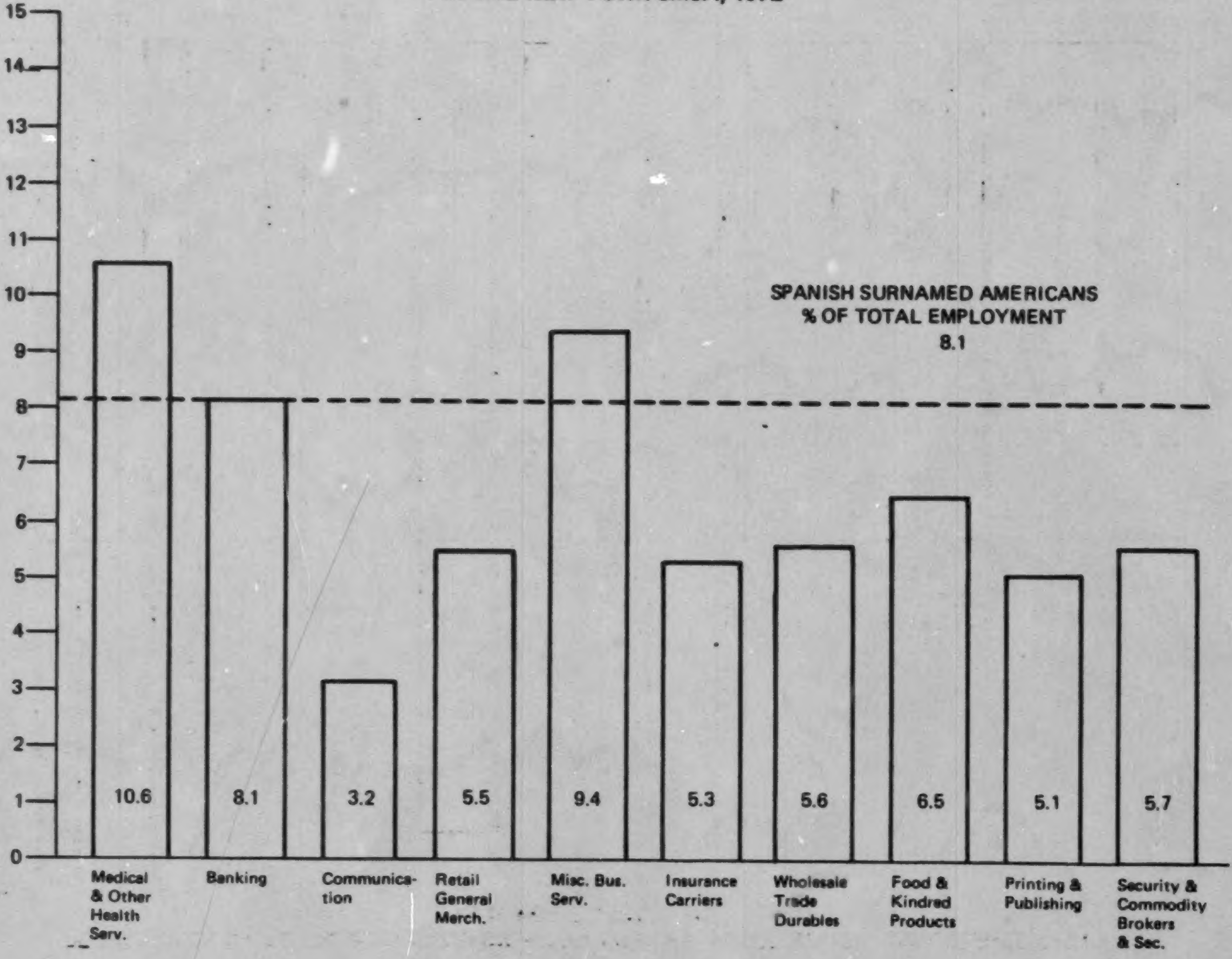
SECURITY,COMMODITY BROKERS+SER

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	60,788	59,475	7,676	4,565	1,210	7,481	38,543	581	263	312	6	732
% WHO WERE:												
FEMALE	32.5	32.9	6.8	14.2	18.3	6.5	45.9	18.8	10.6	26.0		11.9
BLACK	9.6	8.4	2.4	1.4	14.9	.6	11.7	20.7	13.3	27.2		16.1
SSA	5.7	5.4	1.8	1.1	9.2	.6	7.6	31.2	42.6	20.5	83.3	10.0
ASIAN AMER	1.3	1.3	.6	1.6	1.7	1.0	1.5	2.1	1.1	2.9		1.0
INDIAN	.1	.1	.1	.1		.1	.1					

PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE NEW YORK SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY SPANISH SURNAMED AMERICANS IN SELECTED MAJOR INDUSTRIES IN THE NEW YORK SMSA, 1972



PHILADELPHIA, PENNA.—NEW JERSEY

There were 4.9 million persons in the Philadelphia metropolitan area in 1972. Slightly less than 18 percent of the population was black and the other racial minorities constituted less than two percent of the total population. The second largest minority group were persons of Spanish origin and they were less than one percent of the total population.

About two million persons were in the civilian labor force in the SMSA in 1972. About 18 percent of these persons were blacks. Women 20 years and over accounted for 34 percent of the labor force.

Males in the SMSA in 1969 had median earnings of $8,222; females had median earnings less than half that of males, $3,957. Median earnings for black males were about three-fourths that of all males combined, $6,255. Black females were the least rewarded for their labors with a median income of $3,620

In spite of the fact that females were equally as well educated as men and black females completed an average of one-half year more of schooling than black males, female earnings within the respective groups were substantially lower. The median school years completed for all males and females in the area was 12.0. The median school years completed for the black residents of this metropolitan area was 10.2 for males and 10.6 for females.

The income statistics were also borne out by the relative occupational positions of minorities and females as reflected in the 1972 EEO-1 survey. In the firms with 100 or more employees, women held slightly less than 36 percent of the total jobs reported by establishments in this metropolitan area. Blacks were 16 percent of the SMSA labor force, but they held 15 percent of the jobs reported in the 1972 EEOC survey.

Although women held 30 percent of all the jobs reported , their participation rates and occupational distributions point to a gross underutilization and under-representation in the better paying white collar and blue collar jobs. Only 12 percent of the officials and managers reported were women and 27 percent of the professional jobs were held by women. However, an astounding seventy-eight percent of the office and clerical workers were female.

Only 21 percent of the total blue collar work force were women. Although females held 28 percent of the operative positions and 26 percent of the laborer jobs, only eight percent of the craft positions were filled by women. These positions are generally skilled jobs that pay much higher salaries than those earned by the semi-skilled operatives and/or unskilled laborers.

Although two out of every three women reported held white collar positions, only a small percentage of them held positions that could be classified in the two top occupational categories. Only three percent of the women held positions as officials or managers; less than five percent held professional jobs. One out of every ten of the women were sales workers, and slightly more than 40 percent of all the women employed were office and clerical workers. Twenty-three percent of them held blue collar jobs, but only three percent of them held skilled craft positions. Ten percent of the women were service workers.

Similar patterns of underutilization and underrepresentation of blacks were evident. Although they held 14 percent of the total jobs reported in the survey, they held less than four percent of the jobs in the highest paying, more prestigious positions as either officials, managers or professionals. Although blacks held less than eight percent of the white collar positions, they held a much greater share (18 percent) of the lower status and usually lower paying blue collar positions. They were only ten percent of the craftsmen, but they were 20 percent of the operatives and 31 percent of the laborers.

Blacks had the highest representation in the service worker category. Thirty-seven percent of the service workers were black.

The occupational distribution for blacks in this metropolitan area shows a very low concentration in the higher level white collar jobs and a remarkably high concentration in the blue collar and service positions. Only three percent of the black workers held official and managerial and professional jobs. However, fifteen percent of the blacks held the lower paying office and clerical positions. More than four-fifths of the blacks were employed as either blue collar or service workers.

The occupational patterns of Anglo workers and minorities differ significantly. Proportionately more Anglo males were in the top paying categories than either minorities or Anglo females. More than-one fourth of the Anglo males were managers and professionals and one-fourth were craftsmen. However, less than one-fifth of the minority males were in a white collar occupation and more than half were operatives and laborers. Although 72 percent of the Anglo females were white collar workers, only 12 percent were managers and professionals and only three percent were skilled craft workers. Minority females were least likely to be managers or professionals; only five percent were in these occupations. Minority females were more likely to be service workers than were other workers. Twenty-two percent of the minority females were service workers compared with five percent of the Anglo males, seven percent of the Anglo females and 16 percent of the minority males.

In addition to being concentrated in the lower paying occupations, females and minorities were also most likely to be employed in the industries with low average earnings. The ten largest industrees in the SMSA accounted for 51 percent of the reported employment. Half of these were manufacturing industrees. There were three industries in the Philadelphia metropolitan area which reported a total employment of over 50,000. These industries were Retail General Merchandise, Medical and Other Health Services and Electrical Equipment and Supplies. There were nearly 57,000 employees in the largest of these, Retail General Merchandise. Most of the employees in this industry held white collar positions and sales workers were the largest occupational group. Two-thirds of the total employees in this industry were women. Women held 81 percent of the sales positions and 87 percent of the office and clerical jobs. However, females held 36 percent of the managerial positions. On the other hand, 56 percent of the service workers were women.

Blacks held 13 percent of the positions in the largest industry. They held only nine percent of the white collar positions, but 21 percent of the blue collar jobs and 28 percent of the service jobs. Blacks' lowest share of jobs was in the officials and managers category where they held only six percent of the positions.

In the second largest industry, Medical and Other Health Services, three out of four of the employees were women and one out of every four employees were black. Seventy-two percent of the workers in this industry were either professionals, office and clerical or service workers.

The third largest industry group was Electrical Equipment and Supplies. Female participation in this industry was much lower than of the two largest industrial groups. It should be noted that this manufacturing industry pays higher average wages than either of the two largest industries. Here only 26 percent of the employees were women and only 11 percent of the jobs were filled by blacks. Over 60 percent of the work force was blue collar, and in these groups females and blacks held a relatively high percentage of the operative and laborer positions, but a disproportionately lower percentage of the craft jobs. This was especially true for the female blue collar workers. Although women held half of the operative and 35 percent of the laborer jobs, they held less than three percent of the skill craft positions.

Employment in the other seven major industries ranged from 44,000 in Machinery except Electrical to a low of 28,000 in Food Stores. Women held the lowest share of the jobs in the Primary Metal Industry and their greatest share in Educational Services. Blacks were less likely to hold positions in the Primary Metal Industry and more likely to be employed in Food and Kindred Products.

Positive change has occurred in the occupational position of minorities and women since 1970. Between 1970 and 1972, total reported employment declined. However, total employment in two occupational categories increased: officials and managers, and service workers. Female and black employment, as a percent of total employment, remained rather steady during this period. In addition to increases in managerial and service jobs, females experienced increased employment in professional and sales jobs in spite of overall declines in these jobs. Moreover, blacks experienced increased employment in managerial and professional jobs and a decline in service jobs. However, total black employment declined six percent.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE PHILADELPHIA, PA.-N.J., SMSA – 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	100.0
White Collar	48.4	17.5	71.6	44.7
Officials and Managers	15.3	3.3	3.6	1.4
Professionals	12.5	4.4	8.5	4.0
Technicians	5.6	2.9	4.3	6.6
Sales Workers	8.1	2.5	11.4	4.8
Office and Clerical	6.9	4.5	43.7	27.8
Blue Collar	47.1	66.6	21.0	33.4
Craftsmen	21.1	13.2	2.8	4.2
Operatives	19.4	30.4	13.5	19.5
Laborers	6.6	23.0	4.7	9.8
Service Workers	4.5	15.9	7.4	21.9

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
BLACK EMPLOYEES, 1970, 1971, AND 1972

PHILADELPHIA, PENNA-NEW JERSEY	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	815,235	779,060	797,241	14.7	14.2	14.1	100.0	100.0	100.0
WHITE COLLAR	423,266	416,007	414,248	7.4	7.4	7.5	26.0	27.6	27.7
OFFICIALS AND MANAGERS.	73,261	73,477	78,936	2.9	3.1	3.5	1.8	2.0	2.5
PROFESSIONALS	83,058	81,682	79,838	3.0	3.5	3.7	2.1	2.4	2.6
TECHNICIANS	43,578	41,027	40,045	11.5	12.0	12.0	4.2	4.4	4.2
SALES WORKERS	68,455	63,234	66,285	6.3	4.9	6.0	3.6	2.8	3.5
OFFICE AND CLERICAL WORKERS . .	154,914	156,587	149,144	11.2	11.2	11.3	14.4	15.7	14.9
BLUE COLLAR	333,249	307,325	322,414	19.4	18.9	18.4	53.8	52.5	52.6
CRAFTSMEN	118,128	109,418	111,047	10.1	9.9	9.6	9.9	9.7	9.5
OPERATIVES	151,397	143,418	149,258	20.7	20.7	19.6	26.1	26.7	25.9
LABORERS	63,724	54,489	62,109	33.4	32.6	31.3	17.7	16.8	17.2
SERVICE WORKERS	58,720	55,728	60,579	41.3	39.7	36.7	20.2	19.9	19.7

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
FEMALE EMPLOYEES, 1970, 1971, AND 1972

PHILADELPHIA, PENNA-NEW JERSEY	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	815,235	779,060	797,241	35.0	35.1	35.4	100.0	100.0	100.0
WHITE COLLAR	423,266	416,007	414,248	44.2	45.3	45.6	65.7	68.9	66.5
OFFICIALS AND MANAGERS.	73,261	73,477	78,936	10.6	10.9	11.6	2.7	2.9	3.2
PROFESSIONALS	83,058	81,682	79,838	25.3	26.2	27.2	7.4	7.8	7.6
TECHNICIANS	43,578	41,027	40,045	31.4	33.0	33.7	4.8	5.0	4.6
SALES WORKERS	68,455	63,234	66,285	40.7	41.9	43.7	9.8	9.7	10.2
OFFICE AND CLERICAL WORKERS . .	154,914	156,587	149,144	75.5	75.9	77.5	41.0	43.5	40.7
BLUE COLLAR	333,249	307,325	322,414	20.7	18.0	20.4	24.2	21.1	23.4
CRAFTSMEN	118,128	109,418	111,047	8.0	6.9	7.9	3.3	2.8	3.1
OPERATIVES	151,397	143,418	149,258	28.2	25.5	27.8	15.0	13.4	14.6
LABORERS	63,724	54,489	62,109	26.5	24.8	25.9	5.9	5.0	5.7
SERVICE WORKERS	58,720	55,728	60,579	49.0	48.9	47.6	10.1	10.0	10.2

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE PHILADELPHIA, PENNSYLVANIA-NEW JERSEY, SMSA

RETAIL GENERAL MERCHANDISE

		WHITE	COLLAR			WORKERS		BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	56,773	42,441	5,748	513	488	24,142	11,550	8,113	1,562	1,686	4,845	6,219
% WHO WERE:												
FEMALE	67.2	75.8	36.0	54.6	39.5	81.0	87.1	30.8	15.6	38.9	33.0	55.9
BLACK	12.9	9.1	6.3	8.8	6.8	7.2	14.8	21.0	10.0	21.6	24.4	20.3
SSA	.4	.4	.3	.4	.4	.3	.5	.4	.6	.7	.2	.2
ASIAN AMER	.2	.2	.1		.8	.2	.1	.2	.4	.2	.1	.3
INDIAN	.1		.1	.2				.1	.2	.2		.1

MEDICAL+OTHER HEALTH SERVICES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	56,365	36,585	2,784	15,382	9,694	59	8,666	3,336	977	1,771	588	16,444
% WHO WERE:												
FEMALE	76.0	80.8	54.3	76.1	84.9	100.0	93.4	36.9	19.3	48.3	31.6	73.3
BLACK	29.1	14.6	11.3	6.1	27.4	25.4	15.5	31.7	20.3	39.4	39.8	47.7
SSA	1.4	1.2	.4	1.6	1.1		1.0	1.5	1.4	1.4	1.9	1.8
ASIAN AMER	2.5	3.6	.7	5.9	3.8	5.1	.4	.2	.2	.3	.2	.5
INDIAN				.1	.1							

ELECTRICAL EQUIPMENT +SUPPLIES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	54,920	23,541	5,047	6,985	3,368	902	6,839	30,023	12,461	15,676	1,886	1,396
% WHO WERE:												
FEMALE	26.4	22.6	2.0	3.1	6.9	17.1	67.6	29.3	2.5	50.0	35.3	25.6
BLACK	11.4	3.5	1.6	1.9	6.3	2.1	5.6	17.1	10.5	21.8	22.2	23.2
SSA	1.0	.4	.3	.5	.4	.3	.4	1.3	.3	1.4	7.6	3.8
ASIAN AMER	.4	.6	.2	1.5	.7	.6	.2	.1	.1	.2		.1
INDIAN	.1	.1				2.3	.1			.1	.2	.1

MACHINERY, EXC. ELECTRICAL

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	43,915	19,312	4,715	3,869	3,218	1,625	5,885	23,601	8,331	11,271	3,999	602
% WHO WERE:												
FEMALE	20.3	24.8	2.8	4.8	4.5	7.9	71.2	16.5	2.5	24.1	24.4	25.7
BLACK	6.9	2.4	1.3	1.9	3.9	.5	3.4	10.3	7.3	12.0	12.1	13.6
SSA	1.2	.5	.3	.5	.5	.6	.5	1.9	1.2	2.2	2.7	.7
ASIAN AMER	.4	.7	.3	1.7	.8	.3	.6	.1	.1	.1	.1	.3
INDIAN			.1			.1			.1		.1	

WHOLESALE TRADE DURABLES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	41,131	21,295	4,534	2,469	2,354	4,956	6,942	19,075	4,828	11,409	2,838	801
% WHO WERE:												
FEMALE	20.2	26.1	2.5	13.7	12.2	3.7	67.2	12.7	.8	16.7	16.9	40.2
BLACK	7.6	4.5	1.5	2.6	5.6	2.4	8.4	10.0	4.3	9.9	19.9	33.1
SSA	.6	.3	.2	.2	.3	.3	.5	.8	.4	.5	2.8	.4
ASIAN AMER	.2	.3		1.1	.5		.2	.1	.1		.2	2.2
INDIAN					.1				.1		.1	.1

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE PHILADELPHIA, PENNSYLVANIA-NEW JERSEY, SMSA (Cont.)

CHEMICALS AND ALLIED PRODUCTS

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
		TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	37,292	19,848	4,815	4,556	2,935	2,077	5,863	16,228	5,121	8,776	2,331	1,216
% WHO WERE:												
FEMALE	25.2	30.6	3.9	10.2	16.4	6.4	79.2	19.9	3.2	29.1	22.1	9.0
BLACK	9.7	4.2	1.7	2.7	7.1	1.6	6.9	15.2	8.0	16.8	24.7	27.7
SSA	.9	.7	.6	.7	.6	.2	.9	1.2	.5	.6	4.9	.5
ASIAN AMER	.4	.7	.2	2.2	.3	.1	.2	.1		.1	.1	.2
INDIAN	.1	.1	.1		.2		.1	.1	.1	.1		.3

FOOD AND KINDRED PRODUCTS

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
		TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	35,052	10,269	2,818	815	711	3,561	2,364	23,795	4,613	10,047	9,095	988
% WHO WERE:												
FEMALE	27.2	26.4	4.6	12.8	38.3	14.0	72.4	28.8	5.4	26.5	61.2	15.4
BLACK	21.4	5.1	4.6	2.3	6.8	5.1	6.2	27.4	10.2	26.6	34.1	46.3
SSA	3.6	.7	.9	.9	1.1	.4	.7	4.9	1.6	2.5	9.1	2.9
ASIAN AMER	.3	.4	.1	1.7	2.1	.1	.2	.3	.2	.5	.2	.2
INDIAN	.1				.1	.1		.1	.2	.1		

PRIMARY METAL INDUSTRIES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
		TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	28,815	7,872	2,984	808	1,260	319	2,505	20,488	6,872	10,136	3,480	455
% WHO WERE:												
FEMALE	6.7	17.5	1.4	4.0	4.0	4.8	49.3	2.5	.1	3.8	3.6	7.9
BLACK	13.6	3.2	3.2	2.6	4.3		3.2	17.2	7.5	18.8	31.6	20.4
SSA	.9	.3	.3	.2	.6		.3	1.1	.5	.9	2.8	.4
ASIAN AMER	.1	.2	.1	1.2	.1		.1					.2
INDIAN				.1		.3						

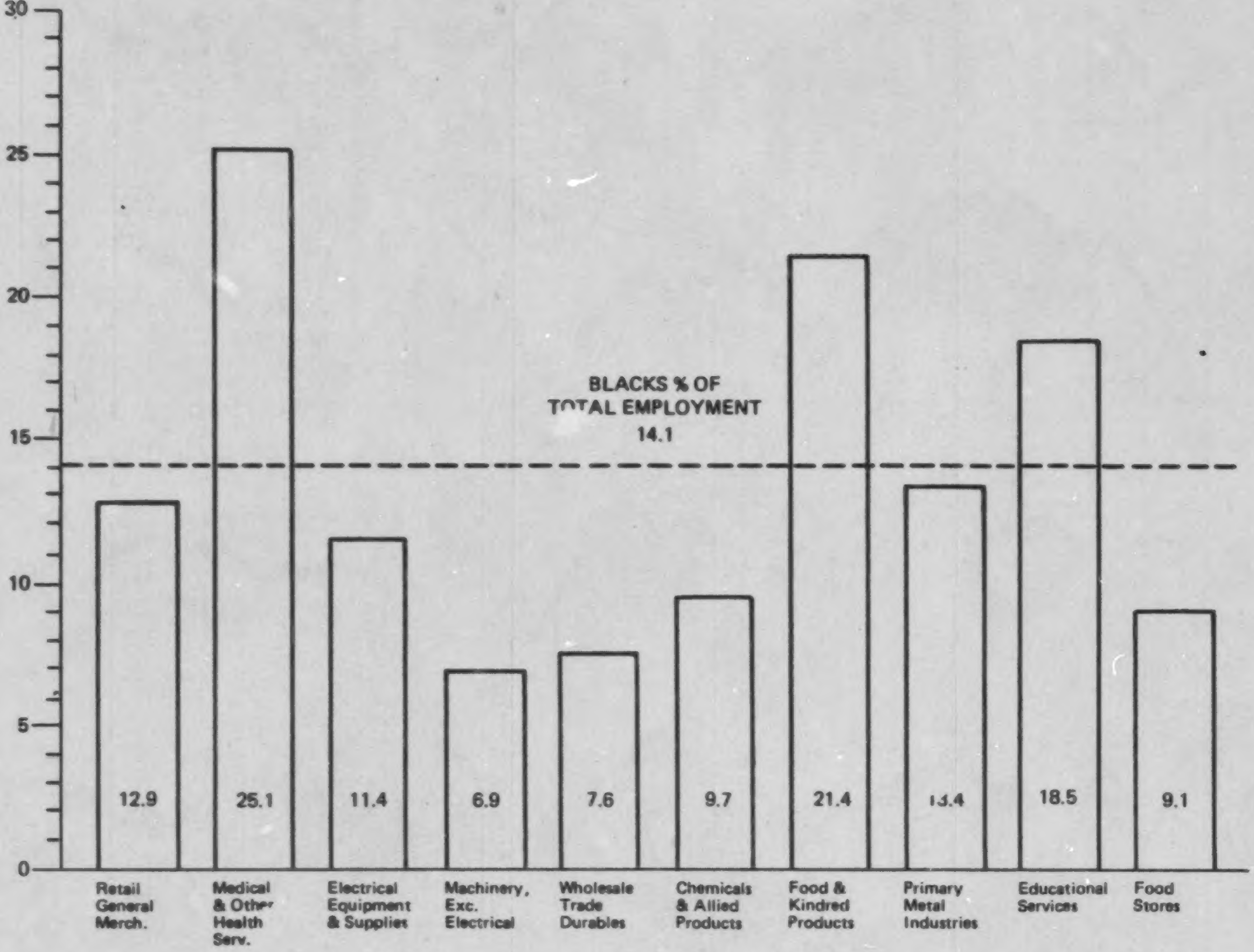
EDUCATIONAL SERVICES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
		TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	28,203	22,436	1,632	13,361	1,992	81	5,370	1,532	696	414	422	4,235
% WHO WERE:												
FEMALE	65.1	65.6	32.3	29.0	60.4	64.2	85.2	10.1	3.7	7.0	23.7	55.8
BLACK	18.5	10.3	10.5	4.8	22.5	16.0	19.4	20.8	11.8	25.6	31.0	61.2
SSA	1.0	1.0	.6	1.2	1.4	1.2	.6	.9	.4	1.2	1.4	1.0
ASIAN AMER	1.6	1.9	.1	2.7	2.0		.6	.3		1.0		.2
INDIAN			.1				.1					.1

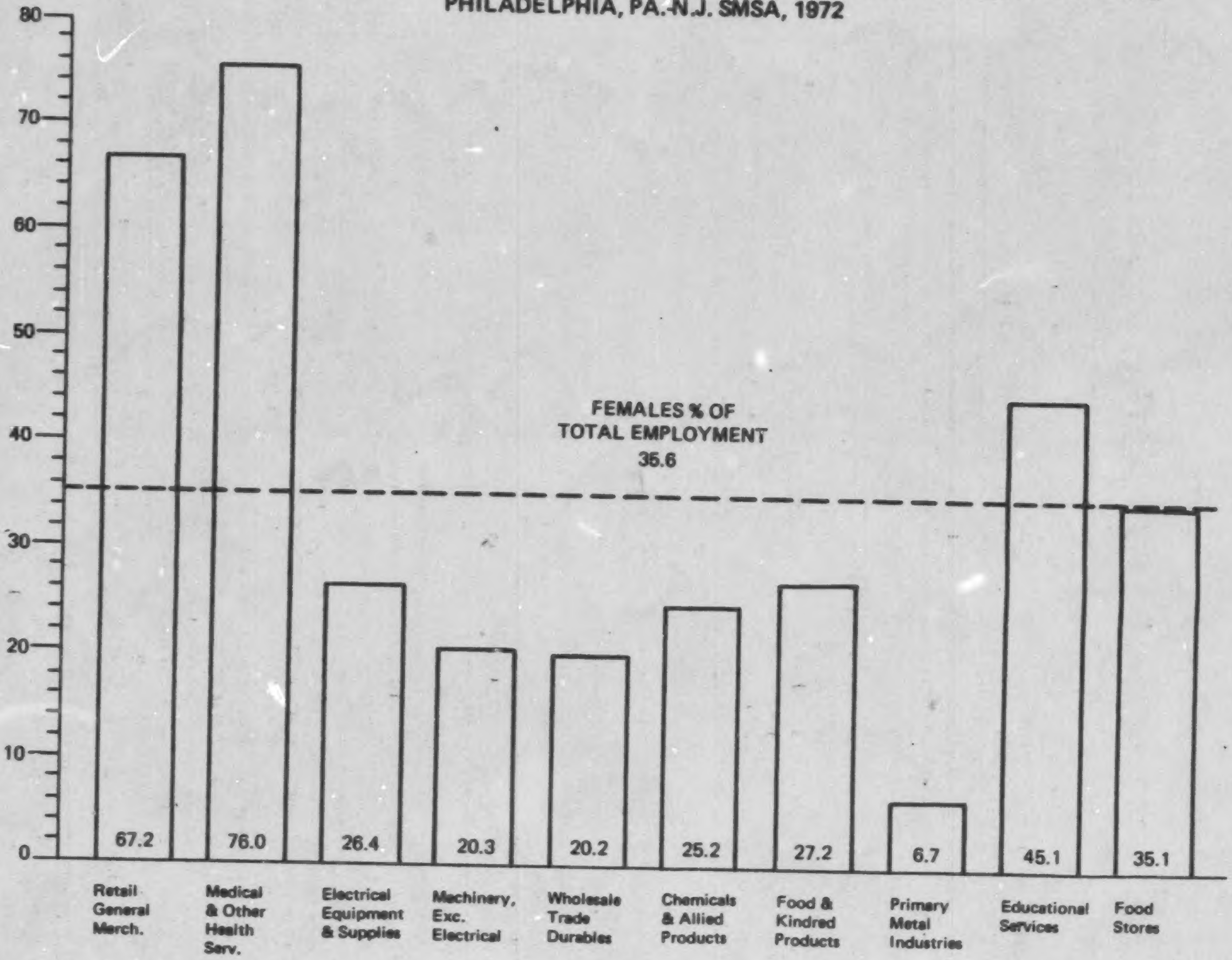
FOOD STORES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
		TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	27,995	21,476	4,210	191	63	13,374	3,638	4,991	2,040	2,814	137	1,528
% WHO WERE:												
FEMALE	35.1	39.3	10.8	8.9	14.3	39.2	74.7	18.7	7.2	29.7	44.0	29.6
BLACK	9.1	7.1	2.9	4.7	4.8	7.4	10.9	14.9	10.1	18.4	14.6	18.1
SSA	.4	.4	.1			.5	.4	.4	.6	.2	.7	.5
ASIAN AMER						.1						
INDIAN	.1	.1	.2				.2			.1		.6

PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE PHILADELPHIA, PA.-N.J. SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE PHILADELPHIA, PA.-N.J. SMSA, 1972



ST.LOUIS, MISSOURI–ILLINOIS

In 1972, the St. Louis SMSA had an estimated population of 2,352,400. Approximately 52 percent of the population were female; about 16 percent were black.

The 1972 civilian labor force in St. Louis totalled an estimated 970,000 persons. Approximately 37 percent of the labor force participants were females aged 20 years and older; about 15 percent were black.

Annual median income for persons 16 years and older with earnings in 1969 was $8,322 for all males, but less than half that amount ($3,484) for females. Black males earned a median income of $5,896 annually, while black females earned only $3,346 yearly.

Though a differences in educational levels might explain part of the gap in earnings between all persons of one sex and blacks of that sex, the same argument cannot be used to explain the large earnings differentials between males and females. In 1970, the median school years completed for all those 25 years and older was 11.9 years for males and only slightly lower (11.5 years) for females. Blacks of the same age group generally completed fewer median school years, but black females actually acquired a bit more schooling than their male counterparts (10. years vs. 9.5 years).

The data derived from the 1972 EEO-1 survey did not contradict the income statistics outlined above. Women and minorities generally suffered uneven participation and unbalancec occupational distribution both among industries in the same area and across job categories. They also were concentrated generally in job categories and industries where the earnings potentials were low.

In 1972 women represented 32 percent of the reported employment in the St. Louis SMSA. Women represented 43 percent of the white collar workers (76 percent of the office and clerical workers, but only 11 percent of the officials and managers), 15 percent of the blue collar workers, and 48 percent of the service workers.

Since 1970 women have increased, though only slightly, their share of all the white collar categories except office and clerical. Their largest gain came in the category of professional. They lost representation in all the remaining categories but laborer, where they gained considerably.

In 1972, almost two-thirds of all women were office and clerical workers (37 percent), operatives (12 percent), and service workers (14 percent). Only 38 percent of all males held positions in these traditionally low paying job categories.

The 1972 EEO-1 data show some substantial differences between the occupational distributions of Anglo and minority females. For example, while only about ten percent of all Anglo women were service workers, virtually one-third of all minority women held service worker jobs. Although 71 percnet of the Anglo females were white collar workers, only 47 percent of the minority females held similar positions. Within the white collar category, the percentage of Anglo women who were sales workers or office and clerical workers was double the rate for minority women. On the other hand, the proportion of minority females who were professionals or technicians was slightly greater than for Anglo females.

In 1972, blacks held 13 percent of the EEO-1 employment. However, blacks constituted only eight percent of the white collar workers (only three percent of the officials and managers). Blacks were 15 percent of the blue collar workers (seven percent of the skilled craftsmen, 25 percent of the laborers), and a disproportionate 36 percent of the service workers.

Since 1970 blacks have generally increased their participation in white collar occupations and decreased their participation in blue collar and service worker jobs. Between 1970 and 1972 blacks experienced substantial losses in representation in the expanding laborer and service worker categories.

In 1972, 66 percent of all blacks were employed as operatives (27 percent), laborers (15 percent), and service workers (24 percent). The percentage of Anglo workers in those relatively low paying positions was only half as great as the rate for blacks.

The dissimilarities between the occupational distributions of Anglo males and minority males were greatest in the traditionally highest and lowest paying job categories. The percentage of Anglo males that were officials and managers was more than four times that of minority males. On the other hand the proportion of minority men who were service workers was triple that of Anglo males.

A comparision of the occupational distributions of Anglo males to those of women and minorities shows, at least partially, the relative economic positions of the groups. In 1972, for instance, 35 percent of all Anglo males were in the top paying jobs in the white and blue collar fields, but only 14 percent of minority males, six percent of Anglo females, and three percent of minority females were either officials and managers or skilled craftsmen.

The top ten industries in the St. Louis SMSA in 1972 accounted for 58 percent of all the reported employment. Total employment ranged from 14,000 to 60,000 employees. The ten industries combined had a slightly lesser percentage of white collar employees than the surveyed industries as a whole (46 vs. 49 percent) and slightly greater percentages of blue collar (43 vs. 42 percent) and service (11 vs. 9 percent) workers.

The all industries participation rate for women was 32 percent, but they were represented unevenly in the top ten industries at rates of from six percent in Railroad Transportation (a generally high average earnings industry) to 80 percent in Medical and Other Health Services (a generally low average earnings industry). In the largest industry, Transportation Equipment (another high average earnings industry), women represented only nine percent of the employees.

Office and clerical positions in the ten major industries were filled generally by women. Women averaged 72 percent of the workers in those jobs.

Blacks were 13 percent of the employees in the St. Louis SMSA. That rate was equaled or surpassed in only three of the top ten industries. Electrical Equipment employed the lowest proportion of blacks—–under nine percent. Blacks experienced their highest rate of representation in Educational Services—–28 percent. Blacks were also employed at a high rate in Medical and Other Health Services (25 percent), but were only six percent of the officials and managers and six percent of the skilled craftsmen in that industry. Blacks were disproportionately represented in the low paying laborer and service worker categories throughout the ten largest industries.

Spanish Surnamed Americans were slightly less than one percent of all employees in the EEO-1 survey, but were employed at rates of from 0.2 percent in Retail General Merchandise to almost four percent in Food and Kindred Products. One-half of all Spanish were blue collar workers; almost one-quarter were laborers. The proportion of Spanish who were service workers was more than double the rate for Anglo workers.

Asian Americans represented less than one-half of one percent of the reported employment. They participated in a significantly different degree only in Educational Services, where Asians accounted for slightly more than one percent of all employees. A large majority (78 percent) of all Asians white collar workers; most were concentrated in the professional (46 percent) and technician (11 percent) categories.

American Indians were only 0.2 percent of the total employees covered by the survey. Indians were employed at their highest rate in Transportation Equipment, where they were one-half of one percent of all employees and about one percent of the officials and managers. More than half of all Indians were white collar employees. Greater proportions of Indians than Anglo workers held positions in both the officials and managers and professional categories.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE ST. LOUIS, MISSOURI - ILLINOIS SMSA – 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	100.0
White Collar	44.1	18.3	70.7	47.0
Officials and Managers	14.5	3.3	3.8	1.5
Professionals	9.9	4.8	8.0	12.3
Technicians	4.6	2.3	3.5	6.5
Sales Workers	9.3	4.3	14.6	6.1
Office and Clerical	5.8	3.6	40.8	20.6
Blue Collar	50.7	64.4	19.8	21.0
Craftsmen	20.3	10.4	1.8	1.5
Operatives	23.6	35.3	12.2	11.0
Laborers	6.8	18.7	5.8	8.5
Service Workers	5.2	17.3	9.5	32.0

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
BLACK EMPLOYEES, 1970, 1971, AND 1972

ST. LOUIS, MISSOURI-ILLINOIS	1970	1971	1972	PARTICIPATION RATES			OCCUPATIONAL DISTRIBUTION		
				1970	1971	1972	1970	1971	1972
TOTAL EMPLOYEES	473,166	432,985	480,265	13.7	13.4	13.3	100.0	100.0	100.0
WHITE COLLAR	229,010	215,027	234,510	6.9	7.4	7.5	24.5	27.4	27.5
OFFICIALS AND MANAGERS.	43,989	41,936	47,753	2.2	2.6	2.9	1.5	1.9	2.2
PROFESSIONALS	41,851	40,331	43,947	8.4	9.5	10.2	5.4	6.6	7.0
TECHNICIANS	19,352	19,475	20,232	11.8	11.8	12.2	3.9	4.0	3.9
SALES WORKERS	41,516	40,577	48,409	5.9	5.4	5.9	3.8	3.8	4.5
OFFICE AND CLERICAL WORKERS . .	81,862	72,704	74,569	8.1	8.9	8.6	10.2	11.1	10.0
BLUE COLLAR	208,544	184,378	202,815	16.3	15.7	15.2	53.1	50.2	48.4
CRAFTSMEN	67,121	58,822	64,512	6.8	5.8	6.5	7.0	5.9	6.6
OPERATIVES	107,336	95,343	100,860	18.2	18.2	17.3	30.2	30.0	27.3
LABORERS	34,687	30,213	37,043	30.2	27.5	24.9	19.9	14.4	14.5
SERVICE WORKERS	35,612	33,580	42,544	40.9	38.6	35.7	22.5	22.4	24.0

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
FEMALE EMPLOYEES, 1970, 1971, AND 1972

ST. LOUIS, MISSOURI-ILLINOIS	1970	1971	1972	PARTICIPATION RATES			OCCUPATIONAL DISTRIBUTION		
				1970	1971	1972	1970	1971	1972
TOTAL EMPLOYEES	473,166	432,585	480,265	31.4	32.1	31.7	100.0	100.0	100.0
WHITE COLLAR	229,010	215,627	234,510	43.6	43.7	43.1	67.2	67.6	66.5
OFFICIALS AND MANAGERS.	43,989	41,936	47,753	9.3	9.9	10.7	2.8	3.0	3.4
PROFESSIONALS	41,851	40,331	43,547	27.5	28.3	30.0	7.7	8.2	8.0
TECHNICIANS	19,352	19,479	20,232	28.3	27.4	30.5	3.7	3.8	4.1
SALES WORKERS	41,916	40,577	48,409	39.9	40.9	41.2	11.2	11.9	13.1
OFFICE AND CLERICAL WORKERS . .	81,862	72,704	74,565	75.8	77.7	75.8	41.8	40.7	37.1
BLUE COLLAR	208,544	184,378	202,815	14.5	14.8	15.0	20.3	19.7	20.0
CRAFTSMEN	67,121	58,822	64,912	4.3	4.8	4.1	1.9	2.0	1.7
OPERATIVES	107,336	95,343	100,860	15.5	18.8	18.0	14.1	12.9	11.9
LABORERS	34,687	30,213	37,043	10.9	21.8	26.6	4.3	4.7	6.3
SERVICE WORKERS	35,412	33,580	42,944	52.2	52.6	47.9	12.5	12.7	13.5

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE ST. LOUIS, MISSOURI-ILLINOIS, SMSA

TRANSPORTATION EQUIPMENT

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	59,732	24,962	6,758	8,669	3,513	214	5,808	33,701	11,202	21,135	1,364	1,069
% WHO WERE:												
FEMALE	8.8	15.1	1.4	3.2	4.9	.5	55.5	3.9	2.3	4.7	5.2	16.1
BLACK	13.2	4.4	2.2	2.6	5.8		9.2	18.7	8.2	22.8	42.7	42.8
SSA	.4	.5	.4	.7	.4	1.4	.4	.4	.3	.4	.5	.1
ASIAN AMER	.2	.4	.2	1.0	.2	.9	.1				.1	
INDIAN	.5	.8	.9	.8	.7		.9	.2	.4	.1		

FOOD AND KINDRED PRODUCTS

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	38,070	13,823	3,893	1,316	864	3,563	4,187	20,170	4,797	8,796	6,577	4,077
% WHO WERE:												
FEMALE	28.2	31.8	9.1	8.6	18.4	13.2	76.2	20.5	3.9	13.1	42.5	52.2
BLACK	15.2	5.6	4.9	2.7	6.8	4.9	7.4	15.7	8.5	17.1	19.1	40.1
SSA	3.8	1.7	1.2	1.2	.4	3.2	1.3	3.8	2.5	1.6	7.8	9.6
ASIAN AMER	.2	.3	.1	1.4	.5		.3	.2	.1	.1	.3	.4
INDIAN	.2	.2	.2			.2	.3	.1	.1	.1	.3	.2

MEDICAL+OTHER HEALTH SERVICES

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	30,404	17,548	1,786	6,591	4,523	55	4,593	1,244	338	699	207	11,612
% WHO WERE:												
FEMALE	79.8	83.6	57.2	82.9	83.5	80.0	95.0	30.6	2.1	45.6	26.6	79.5
BLACK	24.7	14.4	6.4	6.0	32.0	14.5	12.1	21.1	5.6	23.2	39.1	40.6
SSA	.5	.7	.6	1.0	.6		.3	.2		.1	1.0	.2
ASIAN AMER	.8	1.3	.4	2.4	1.0		.2	.4	.9	.1	.5	.3
INDIAN	.4	.3	.1	.3	.1	10.2	.5	1.9	.3	3.1	.5	.3

RETAIL GENERAL MERCHANDISE

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	26,885	20,978	2,936	189	175	13,558	4,120	2,707	692	1,123	892	3,200
% WHO WERE:												
FEMALE	69.1	75.4	37.0	44.4	20.6	81.0	88.0	34.6	25.1	55.8	16.3	57.4
BLACK	10.3	7.4	3.6	1.6	7.4	7.7	9.4	13.5	8.7	15.4	14.9	26.5
SSA	.2	.2	.2	.5		.1	.1	.4	.6	.4	.3	.1
ASIAN AMER	.1	.1	.1	.5		.1	.1	.2	.3	.1	.2	.1
INDIAN			.1								.1	.1

RAILROAD TRANSPORTATION

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	26,765	7,458	1,492	491	251	348	4,876	19,023	8,841	7,404	2,778	204
% WHO WERE:												
FEMALE	6.0	21.1	.8	6.3	2.4	.6	31.2	.1			.6	2.8
BLACK	8.4	2.2	.3	1.6		.6	3.0	10.8	3.7	9.3	37.6	50.7
SSA	3.4	1.6	.7	.4	1.6	2.3	1.9	4.1	2.8	1.6	15.1	2.8
ASIAN AMER		.1					.1					
INDIAN								.1		.1		.4

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES
IN THE ST. LOUIS, MISSOURI-ILLINOIS, SMSA (Cont.)

EDUCATIONAL SERVICES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	24,667	16,740	984	11,359	1,087	43	3,267	1,199	499	240	460	6,728
% WHO WERE:												
FEMALF	48.1	59.7	30.5	52.9	60.5	55.8	92.2	6.3	.8	12.5	9.1	26.5
BLACK	27.6	27.1	14.7	30.4	24.3	2.3	20.5	17.4	8.0	38.8	16.5	30.0
SSA	.4	.6	.4	.7	.9		.3	.8		.4	2.0	
ASIAN AMER	1.1	1.5	.6	1.7	4.0		.6	[illegible]			.4	.1
INDIAN						2.3						

CHEMICALS AND ALLIED PRODUCTS

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	20,095	10,310	3,095	2,337	981	1,103	2,794	9,088	2,369	5,069	1,650	697
% WHO WERE:												
FEMALE	23.0	26.7	2.2	5.4	14.3	4.5	84.8	18.7	1.2	19.3	41.9	24.0
BLACK	10.9	3.8	1.6	1.2	8.9	1.3	7.5	17.0	5.8	19.1	26.5	34.3
SSA	.4	.4	.3	.5	.7	.5	.3	.5	.5	.5	.4	.1
ASIAN AMER	.4	.5	.3	1.7	.2			.2		.3	.1	.4
INDIAN	.1	.1	.1		.1	.2		.1		.1		.1

ELECTRICAL EQUIPMENT +SUPPLIES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	20,015	8,514	2,046	1,621	1,481	377	2,989	11,175	2,910	7,096	1,169	326
% WHO WERF:												
FEMALE	31.5	28.1	4.2	3.6	5.2	2.9	72.3	34.5	6.4	48.5	19.6	17.8
BLACK	8.5	4.2	1.2	2.0	3.8	1.1	7.9	11.1	3.8	13.6	14.8	30.4
SSA	.5	.5	.4	1.0	.7		.4	.5	.3	.6	.6	
ASIAN AMER	.2	.5	.3	1.2	.7		.2					
INDIAN	.1	.2	.2	.3		.3	.1	.1	.1	.1	.3	

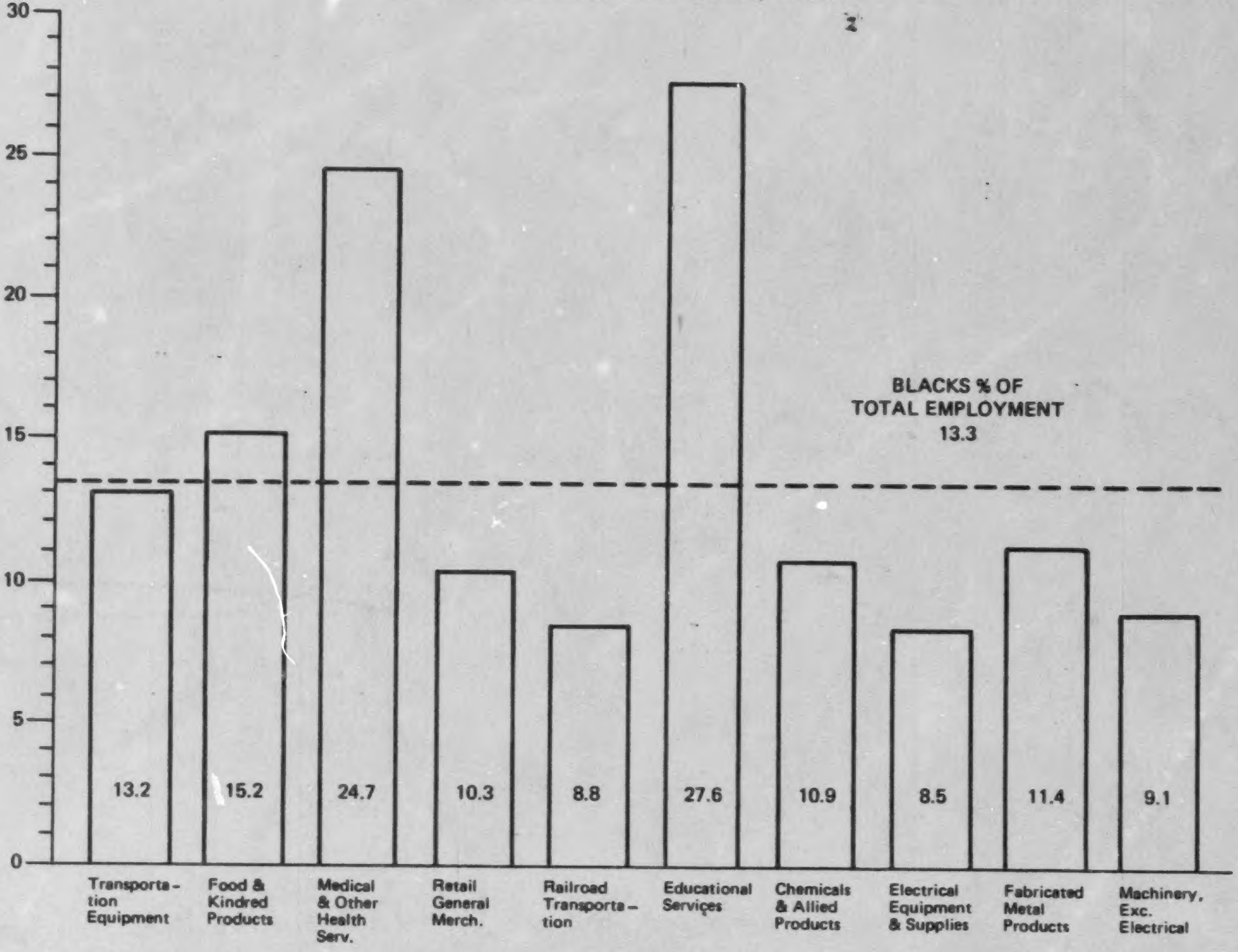
FABRICATED METAL PRODUCTS

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	16,741	4,023	1,433	471	446	327	1,346	12,483	3,925	6,157	2,401	235
% WHO WERE:												
FEMALE	12.1	23.9	2.0	6.4	4.9	1.5	65.0	8.2	1.9	8.8	17.2	12.8
BLACK	11.4	2.6	1.7	.6	3.6		4.5	13.9	4.6	17.1	20.9	27.2
SSA	.7	.3	.1	.2	.7		.4	.8	.5	1.2	.3	1.7
ASIAN AMER	.1	.3		.6	1.1	.3	.3		.1	.1		.4
INDIAN	.1						.1	.1	.2	.1	.1	

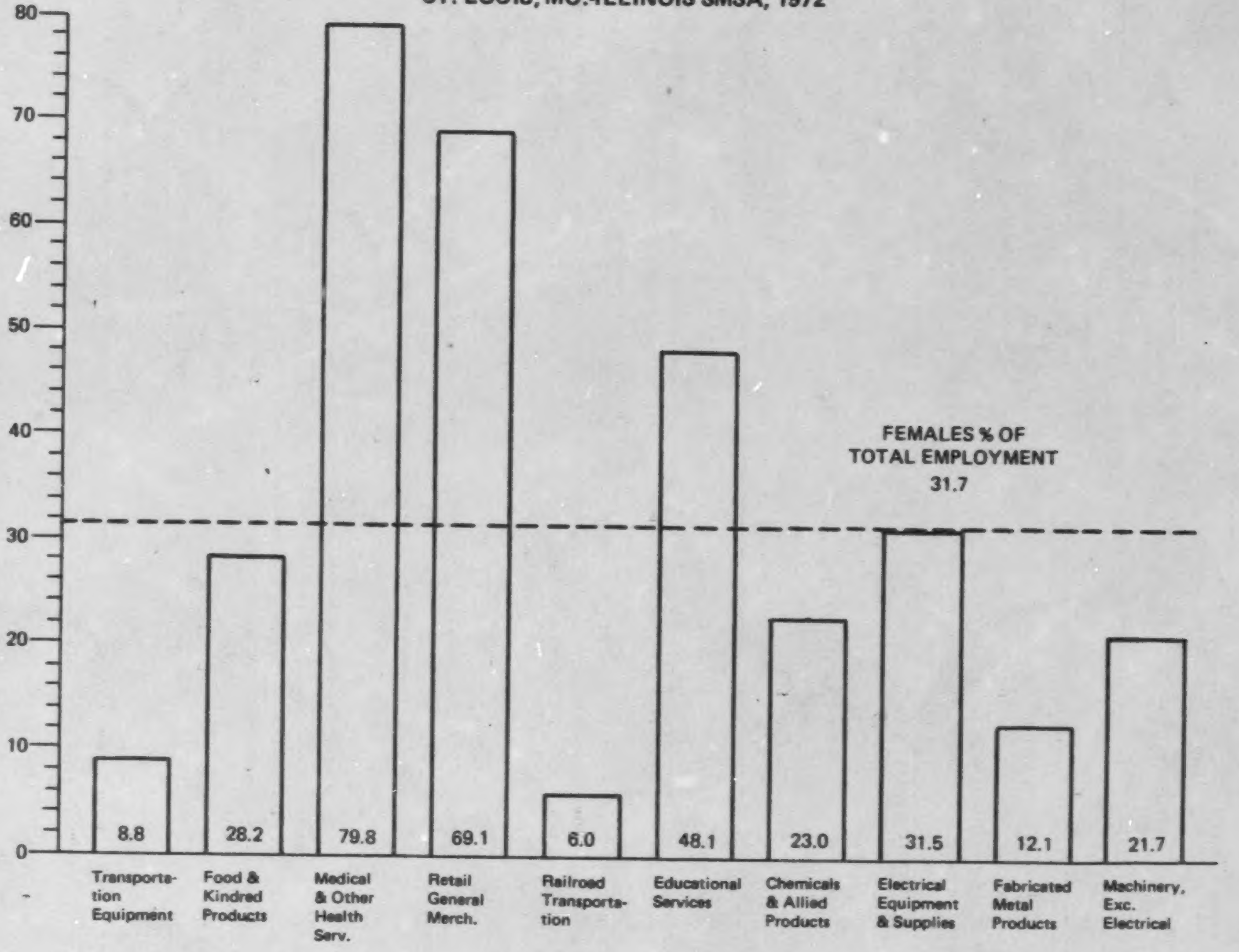
MACHINERY, EXC. ELECTRICAL

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	13,924	4,184	1,061	548	627	393	1,555	9,452	3,339	4,813	1,300	188
% WHO WERF:												
FEMALE	21.7	27.5	2.8	3.5	5.6	3.1	67.9	19.4	1.7	26.1	40.1	6.4
BLACK	9.1	2.1	.9	.9	1.4	.5	4.1	11.8	6.9	13.8	17.2	26.6
SSA	.3	.4	.5	.2	.6		.4	.3	.4	.3	.2	.5
ASIAN AMER	.1	.1		.2	.2		.2				.2	
INDIAN	.2	.1		.4	.2		.2	.3	.5	.2		.5

PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE ST. LOUIS, MO.-ILLINOIS SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE ST. LOUIS, MO.-ILLINOIS SMSA, 1972



SAN FRANCISCO—OAKLAND

Of the more than three million people living in the San Francisco-Oakland SMSA in 1972, nearly equal proportions were black and Spanish. These two groups accounted for almost one-fourth of the total population. Asian Americans comprised about five percent of the population and American Indians less than one percent. The majority of the population, 51 percent, was female.

The civilian labor force of the area in 1972 totalled almost 1.5 million. About 19 percent of this labor force were black and other races. More than one-tenth of the labor force were Spanish Americans. Females accounted for about 44 percent of the labor force.

Annual median income in 1969 for those persons 16 years and older with earnings was $9,037 for all males, $4,811 for all females. Spanish American males earned $8,090 annually, while Spanish American females earned $4,331. Median earnings for black males were even lower; $6,968 for black males, $4,205 for black females.

Females of other minority groups earned even less. Filipino American women had median earnings of $4,0[illegible]; Japanese American women $3,687; Chinese American women $2,575; and American Indian females, $2,674. Of the males of these various minority groups, Japanese had the highest median earnings, $7,709. American Indian males earned $6,175 annually; Filipino males had median income of $5,761; Chinese males earned $5,269.

In each of the groups cited above, the males of the group had higher earnings than the females of that same group. Yet, in those groups for which data were available, the educational attainment of males and females suggests that factors other than education are the reason for the differences in earnings for males and females of the same group. For example, all males in the SMSA 25 years and older in 1970 had completed a median of 12.6 school years compared with 12.4 school years completed by females. Black females, earning less than two-thirds of that earned by black males, had completed 11.8 years of school compared with 11.5 for black males. Spanish males and females had about the same educational attainment, 12.1; and 12.0 respectively.

Data for the remaining minority groups were available only for the total population, not by sex. The median school years completed for Japanese Americans 25 years and older was 12.7; for Chinese Americans 12.0; for Filipino Americans 12.4; and 12.1 for American Indians. Yet, median earnings for these groups were less than other groups even though educational levels, in some cases, were higher.

These statistics on income differentials were borne out in the EEO-1 data. Minorities and women were most concentrated in the industries with low average wages and in the occupational categories noted for low monetary compensation.

Over one-half million employees were working in establishments which reported to the EEOC in 1972. The largest minority group, Spanish Surnamed Americans, comprised almost nine percent of the work force. Blacks held eight percent of the reported jobs and Asian Americans accounted for six percent. American Indians held less than one percent of the positions. The female work force comprised 36 percent of total employment.

Minorities, collectively, held disproportionate shares of the operative, laborer and service worker jobs. They held substantial proportions of the technician and office and clerical positions. Specifically, this pattern was most characteristic of the blacks and, to a lesser extent, of the Spanish Surnamed Americans. The occuapational employment of the Asian Americans, however, was quite different. These workers held a greater proportion of the white collar jobs than of the blue collar. In white collar occupations, they exceeded parity in professional, technical, and clerical jobs. However, their highest share of the nine occupational categories was in the service workers category.

More than three-fourths of the office and clerical workers were females in 1972. Women's lowest share of white collar jobs was in the managerial category where they held only 15 percent of the jobs. Although women held only 13 percent of all blue collar jobs, they held 18 percent of the operative jobs and more than one-fifth of the laborer jobs. Two-fifths of the service workers were female.

The SMSA reported work force was predominantly white collar. Sixty-two percent of the workers were white collar workers, but only 45 percent of the minorities were so classified, although 68 percent of the Asian Americans were white collar workers. More than one half of the minority white collar workers were office and clerical workers. Only four percent of all minorities were officials and managers.

Forty percent of the minorities were blue collar workers. Thirty percent were operatives and laborers. Eight percent of the total work force were service workers, but 15 percent of the minorities were so employed.

Four-fifths of all women employed were white collar workers. More than half of all women were classified as office and clerical workers. Women held only five percent of the official and managerial positions. Eleven percent of the women were blue collar workers, more than half of whom were operatives. Nine percent of all females were service workers.

The disparities in occupational positions between Anglo males, Anglo females, minority males and minority females in the SMSA were obvious. The greatest concentration of Anglo males was in the three highest paying of the nine occupational categories. Half of the Anglo males were managers, professionals and craftsmen. However, only one-fourth of the minority males, 17 percent of the Anglo females and nine percent of the minority females were employed in these three occupational groups. Minority males, to a greater extent than any other group, were concentrated in operative, laborer and service jobs. Fifty-five percent of the minority males were in these occupational groups. Although about half of both Anglo and minority females were clerical workers, Anglo females were more likely than minority females to be white collar workers. Further, the proportion of minority females in blue collar and service jobs was twice the proportion of Anglo females so classified.

Employment patterns of minorities and women in the top ten industries were similar to those in the SMSA as a whole. Employment in these industries ranged from a low of 17,000 to a high of more than 37,000. These ten industries accounted for more than half of the SMSA reported employment. Only one of the top ten industries was a manufacturing industry, Food and Kindred Products.

Female employment in these industries, as a percent of total industry employment, ranged from a low of 12 percent in Electric, Gas and Sanitary Services (a high average earnings industry) to a high of 74 percent in Medical and Other Health Services (a low average earnings industry). In each of these industries, women held a greater proportion of the office and clerical jobs than of any other occupational group. At least 70 percent up to 93 percent of the clerical work force in eight of the largest industries were female.

Although minorities, collectively, accounted for 23 percent of the SMSA work force, only half of the top ten industries employed 23 percent or more minorities. The range in minority participation was from 17 percent (in both Wholesale Trade and Electric, Gas and Sanitary Services) to 31 percent in Medical and Other Health Services. As in the SMSA as a whole, blacks were concentrated in operative, laborer and service jobs. Blacks were over-represented in service jobs in each of the ten largest industries. Similarly, Spanish Surnamed Americans were also highly visible in operative, laborer and service jobs. However, in half of the top ten industries, Spanish workers held a greater proportion of the skilled craft jobs than their ratio to total employment within the specific industry. Asian Americans, accounting for six percent of the reported employment, held 14 percent of the jobs in Banking and nine percent of the positions in Insurance Carriers. Asian Americans generally were concentrated in service, professional and technical positions. American Indians held more than one-half of one percent of the jobs in only one industry, Medical and Other Health Services. American Indians were more concentrated in craft jobs than other minorities, but like other minorities, held disproportionate shares of the operative jobs. However, in eight of the top ten industries, American Indians exceeded parity in skilled craft jobs.

Although the occupational patterns of minorities and women were discouraging in 1972, these patterns still represent positive change since 1970. Between 1970 and 1972, reported employment dropped six percent, but minority and female employed declined more slowly. Minority employment declined less than one percent and female employment went down four percent. However, the number of Spanish Surnamed Americans and Asian Americans reported increased between 1970 and 1972.

Employment declined in all but three occupational categories: officials and managers, professionals and technicians. However, minority employment increased in each of the white collar occupations and in skilled craft jobs. Female employment increased in all white collar occupational groups except office and clerical. In addition, female employment in skilled craft jobs also increased.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE SAN FRANCISCO - OAKLAND, CALIF., SMSA – 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	100.0
White Collar	58.2	30.1	83.8	68.4
Officials and Managers	17.0	4.8	5.4	2.2
Professionals	16.4	6.0	10.2	5.7
Technicians	6.4	4.7	3.6	4.9
Sales Workers	9.8	4.4	11.2	5.5
Office and Clerical	8.5	10.2	53.4	50.2
Blue Collar	37.1	54.0	9.2	17.7
Craftsmen	17.4	14.7	1.2	1.3
Operatives	15.1	24.5	5.6	10.6
Laborers	4.6	14.9	2.3	5.8
Service Workers	4.7	15.8	7.1	13.9

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF BLACK EMPLOYEES, 1970, 1971, AND 1972

SAN FRANCISCO-OAKLAND, CALIF	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	540,988	520,524	509,756	8.9	8.3	8.4	100.0	100.0	100.0
WHITE COLLAR	316,723	320,111	316,174	5.3	5.5	5.8	35.3	40.7	42.3
OFFICIALS AND MANAGERS.	52,101	54,366	55,287	1.8	2.1	2.4	1.9	2.6	3.0
PROFESSIONALS	60,847	65,189	62,594	2.0	2.0	2.6	2.5	3.1	3.8
TECHNICIANS	26,549	29,192	26,878	7.6	7.7	8.4	4.2	5.1	5.3
SALES WORKERS	47,943	43,945	46,070	4.9	5.2	5.8	4.9	5.3	5.3
OFFICE AND CLERICAL WORKERS . .	129,283	131,419	124,945	8.8	8.2	8.6	21.7	24.6	24.9
BLUE COLLAR	167,684	160,547	154,275	11.6	11.1	10.8	40.5	40.6	38.6
CRAFTSMEN	60,230	62,202	57,464	5.5	5.3	5.5	6.9	7.5	7.6
OPERATIVES	77,278	68,949	68,598	12.4	12.7	12.2	20.0	19.9	19.6
LABORERS	30,176	29,396	28,213	21.7	19.6	18.1	13.7	13.1	11.9
SERVICE WORKERS	56,581	39,866	39,307	20.6	20.4	20.9	24.3	18.7	19.1

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF FEMALE EMPLOYEES, 1970, 1971, AND 1972

SAN FRANCISCO-OAKLAND, CALIF	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	540,988	520,524	509,756	35.2	35.0	35.4	100.0	100.0	100.0
WHITE COLLAR	316,723	320,111	316,174	44.8	45.3	46.6	74.6	80.5	79.8
OFFICIALS AND MANAGERS.	52,101	54,366	55,287	13.2	14.4	15.0	3.6	4.2	4.6
PROFESSIONALS	60,847	65,189	62,594	22.9	22.9	26.3	7.3	8.6	9.1
TECHNICIANS	26,549	29,192	26,878	24.0	24.0	26.7	3.3	3.8	3.9
SALES WORKERS	47,943	43,945	46,070	35.3	38.9	38.5	8.9	9.2	9.7
OFFICE AND CLERICAL WORKERS . .	129,283	131,419	124,945	75.6	76.8	76.7	51.4	54.6	52.5
BLUE COLLAR	167,684	160,547	154,275	13.3	12.0	13.4	11.7	10.4	11.4
CRAFTSMEN	60,230	62,202	57,464	3.4	2.9	4.0	1.1	1.0	1.3
OPERATIVES	77,278	68,949	68,598	18.1	17.9	18.2	7.4	6.7	6.9
LABORERS	30,176	29,396	28,213	20.8	17.5	20.9	3.3	2.8	3.2
SERVICE WORKERS	56,581	39,866	39,307	45.9	42.2	40.9	13.7	9.1	8.8

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTION OF SPANISH SURNAMED EMPLOYEES, 1970, 1971, AND 1972

SAN FRANCISCO-OAKLAND, CALIF	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	540,988	528,524	509,756	7.9	8.3	8.5	100.0	100.0	100.0
WHITE COLLAR	314,723	328,111	316,174	4.2	4.5	4.5	31.6	33.8	32.9
OFFICIALS AND MANAGERS.	52,101	54,366	55,287	2.3	2.8	2.9	2.8	3.5	3.7
PROFESSIONALS	60,847	69,189	62,996	2.1	2.0	2.2	3.0	3.2	3.2
TECHNICIANS	26,549	29,192	26,878	4.9	4.8	5.1	3.1	3.2	3.2
SALES WORKERS	47,943	43,965	46,070	3.4	3.8	3.8	3.9	3.8	4.1
OFFICE ANC CLERICAL WORKERS . .	129,283	131,419	124,945	6.2	6.7	6.5	18.8	20.1	18.8
BLUE COLLAR	167,684	160,547	154,275	14.1	14.7	15.4	55.6	54.1	54.7
CRAFTSMEN	60,230	62,202	57,464	8.4	8.7	10.1	11.9	12.3	13.3
OPERATIVES	77,278	68,949	68,598	15.3	16.2	16.1	27.0	25.6	25.4
LABORERS	30,176	29,396	28,213	22.5	24.1	24.5	15.9	16.2	15.9
SERVICE WORKERS	56,581	39,866	39,307	9.6	13.3	13.7	12.8	12.1	12.4

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF ASIAN AMERICAN EMPLOYEES, 1970, 1971, AND 1972

SAN FRANCISCO-OAKLAND, CALIF	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	540,988	528,524	509,756	4.8	5.3	5.8	100.0	100.0	100.0
WHITE COLLAR	314,723	328,111	316,174	5.3	5.8	6.3	64.7	68.3	68.1
OFFICIALS AND MANAGERS.	52,101	54,366	55,287	2.0	2.4	2.5	4.0	4.7	4.7
PROFESSIONALS	60,847	69,189	62,996	5.3	5.6	6.0	12.5	13.8	13.0
TECHNICIANS	26,549	29,192	26,878	6.3	6.4	6.7	6.4	6.7	6.2
SALES WORKERS	47,943	43,965	46,070	2.9	3.3	3.4	5.4	5.2	5.3
OFFICE AND CLERICAL WORKERS . .	129,283	131,419	124,945	7.3	8.0	9.1	36.3	37.9	38.9
BLUE COLLAR	167,684	160,547	154,275	3.2	3.1	3.5	20.9	17.6	18.3
CRAFTSMEN	60,230	62,202	57,464	3.7	2.5	3.1	8.6	5.7	6.0
OPERATIVES	77,278	68,949	68,598	2.9	3.5	3.7	8.8	8.7	8.6
LABORERS	30,176	29,396	28,213	3.0	3.0	3.9	3.5	3.2	3.7
SERVICE WORKERS	56,581	39,866	39,307	6.6	9.9	10.1	14.4	14.1	13.6

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
INDIAN EMPLOYEES, 1970, 1971, AND 1972

SAN FRANCISCO-OAKLAND, CALIF				PARTICIPATION RATES			OCCUPATIONAL DISTRIBUTION		
	1970	1971	1972	1970	1971	1972	1970	1971	1972
TOTAL EMPLOYEES	540,988	528,524	509,756	0.4	0.4	0.4	100.0	100.0	100.0
WHITE COLLAR	316,723	328,111	316,174	0.3	0.3	0.3	39.5	42.1	44.6
OFFICIALS AND MANAGERS.	52,101	54,364	55,287	0.2	0.3	0.3	4.7	6.5	7.3
PROFESSIONALS	60,847	69,189	62,994	0.2	0.2	0.2	5.0	4.8	5.8
TECHNICIANS	26,549	29,192	26,878	0.5	0.6	0.6	5.9	7.1	7.0
SALES WORKERS	47,943	43,945	46,070	0.2	0.2	0.2	4.9	4.2	4.5
OFFICE AND CLERICAL WORKERS . .	129,283	131,419	124,945	0.3	0.4	0.3	19.0	19.5	19.8
BLUE COLLAR	167,684	160,547	154,275	0.6	0.7	0.7	46.2	46.4	46.5
CRAFTSMEN	60,230	62,202	57,464	0.7	0.7	0.6	18.0	18.4	16.9
OPERATIVES	77,278	68,949	68,598	0.6	0.7	0.7	20.9	21.1	21.4
LABORERS	30,176	29,396	28,213	0.6	0.6	0.6	7.4	6.8	8.2
SERVICE WORKERS	56,581	39,866	39,307	0.6	0.7	0.5	14.3	11.6	9.1

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE SAN FRANCISCO-OAKLAND, CALIFORNIA, SMSA

WHITE COLLAR WORKERS / BLUE COLLAR WORKERS

EDUCATIONAL SERVICES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	37,431	32,515	1,225	16,504	5,151	27	9,600	2,323	1,365	329	629	2,903
% WHO WERE:												
FEMALE	37.0	39.2	23.0	26.5	20.4	40.1	69.6	10.5	3.6	6.7	27.7	33.9
BLACK	9.2	7.1	5.0	2.7	11.1	3.7	12.7	7.1	2.9	14.0	12.6	38.3
SSA	3.5	3.1	2.0	1.5	5.7	7.4	4.6	5.2	4.3	6.4	6.4	7.0
ASIAN AMER	6.7	6.9	2.9	6.7	5.6	7.4	8.4	5.2	1.5	2.1	14.8	6.1
INDIAN	.3	.3	.1	.2	.4		.5	.3	.2	.9		.5

BANKING

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	31,830	29,529	7,057	529	845	80	21,018	2,035	761	1,266	8	274
% WHO WERE:												
FEMALE	60.2	62.2	18.6	16.8	24.1	20.0	79.7	34.5	8.1	50.6	12.5	34.3
BLACK	7.5	7.2	1.8	1.9	3.3	6.3	9.3	10.6	5.3	13.0		10.6
SSA	6.6	6.4	3.0	2.3	3.1	18.0	7.7	9.7	11.0	9.0		7.7
ASIAN AMER	14.4	14.0	4.5	5.1	9.8	11.3	17.7	20.1	17.3	22.0		6.6
INDIAN	.1	.1	.1				.1				12.5	

MEDICAL+OTHER HEALTH SERVICES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	31,142	21,385	2,009	10,055	3,179	172	5,894	1,625	552	815	258	8,132
% WHO WERE:												
FEMALE	73.6	77.1	48.9	77.8	70.5	55.8	90.0	44.1	31.9	54.0	30.8	70.3
BLACK	16.5	9.2	5.3	5.3	21.2	9.9	11.0	23.3	8.9	34.4	19.0	34.1
SSA	6.0	4.1	2.1	3.2	5.4	9.9	5.4	8.6	8.0	7.9	17.0	10.4
ASIAN AMER	8.2	7.8	4.5	9.5	8.3	1.7	6.0	8.1	5.0	6.0	19.0	9.3
INDIAN	.6	.6	.4	.5	.9		.6	1.5	2.0	1.2	1.2	.5

COMMUNICATION

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	28,710	22,292	3,712	3,821	1,179	989	12,592	6,062	5,706	395	1	356
% WHO WERE:												
FEMALE	51.6	65.3	39.1	21.6	16.9	41.2	92.0	1.8	1.7	2.8		39.3
BLACK	9.3	10.0	3.9	2.9	5.6	5.9	14.6	5.7	5.3	13.5		20.9
SSA	4.6	4.4	2.3	1.2	3.6	2.8	6.2	5.1	4.9	8.5		7.9
ASIAN AMER	5.1	5.4	1.8	1.8	3.3	1.6	8.0	3.4	3.0	9.9		10.0
INDIAN	.5	.4	.2	.3	.7	.2	.5	.6	.6	.6		

RETAIL GENERAL MERCHANDISE

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	28,280	22,640	[illegible]	265	111	12,950	5,722	3,266	699	1,112	1,455	2,374
% WHO WERE:												
FEMALE	69.1	76.3	45.9	55.8	12.6	79.6	89.9	32.3	14.0	45.5	31.1	90.9
BLACK	7.1	5.8	3.4	1.9	6.3	6.2	6.4	11.3	6.6	10.8	14.0	14.2
SSA	6.8	5.3	3.4	3.0	2.7	4.9	7.6	12.6	11.4	10.2	15.1	12.6
ASIAN AMER	5.0	4.5	2.6	7.5	2.7	3.7	7.4	7.3	4.9	4.9	10.4	7.0
INDIAN	.2	.1	.1			.1	.3	.2	.6		.2	.1

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES
IN THE SAN FRANCISCO-OAKLAND, CALIFORNIA, SMSA (Cont.)

WHOLESALE TRADE DURABLES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	26,641	18,234	3,422	1,201	1,348	6,213	6,090	7,563	2,186	2,870	2,507	844
% WHO WERE:												
FEMALE	22.5	27.8	4.0	11.5	9.3	5.3	71.6	10.8	1.7	7.8	22.1	14.7
BLACK	6.3	3.9	1.3	2.4	4.9	3.5	5.9	11.6	7.5	9.3	17.7	12.3
SSA	6.8	3.5	1.9	1.4	3.7	2.3	6.0	14.5	10.4	14.6	17.0	9.4
ASIAN AMER	3.9	4.4	2.2	4.8	5.9	3.3	6.5	2.4	2.4	1.9	3.1	6.4
INDIAN	.3	.2	.2		.1	.1	.4	.6	.6	.6	.6	.9

INSURANCE CARRIERS

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	21,964	21,387	3,036	2,936	2,729	1,529	11,957	272	240	32		305
% WHO WERE:												
FEMALE	59.8	60.5	20.8	25.2	49.5	7.5	88.0	68.0	73.3	28.1		14.0
BLACK	8.1	8.0	3.3	2.7	7.5	10.6	10.1	5.9	4.2	15.6		19.3
SSA	5.9	5.7	2.5	2.4	4.3	5.0	7.6	9.2	9.2	9.4		22.6
ASIAN AMER	9.4	9.4	2.5	4.3	7.8	4.8	13.4	2.9	2.9	3.1		12.1
INDIAN	.3	.3	.2	.3	.2	.3	.3	.4	.4			.7

FOOD AND KINDRED PRODUCTS

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	21,172	8,300	2,207	1,002	343	2,212	2,496	12,231	2,497	5,672	4,112	641
% WHO WERE:												
FEMALE	26.7	33.1	4.2	17.5	35.6	14.8	82.4	22.9	7.8	17.2	40.8	19.0
BLACK	9.5	3.6	1.7	2.2	6.1	3.2	5.9	12.9	6.7	13.9	15.3	22.2
SSA	17.5	4.3	4.0	2.0	6.7	3.3	6.2	26.0	17.1	20.6	30.8	25.7
ASIAN AMER	2.0	3.8	1.4	6.1	6.4	.5	9.0	1.2	1.4	1.1	1.3	3.9
INDIAN	.3	.3	.3		.3	.3	.3	.4	.6	.5	.3	.2

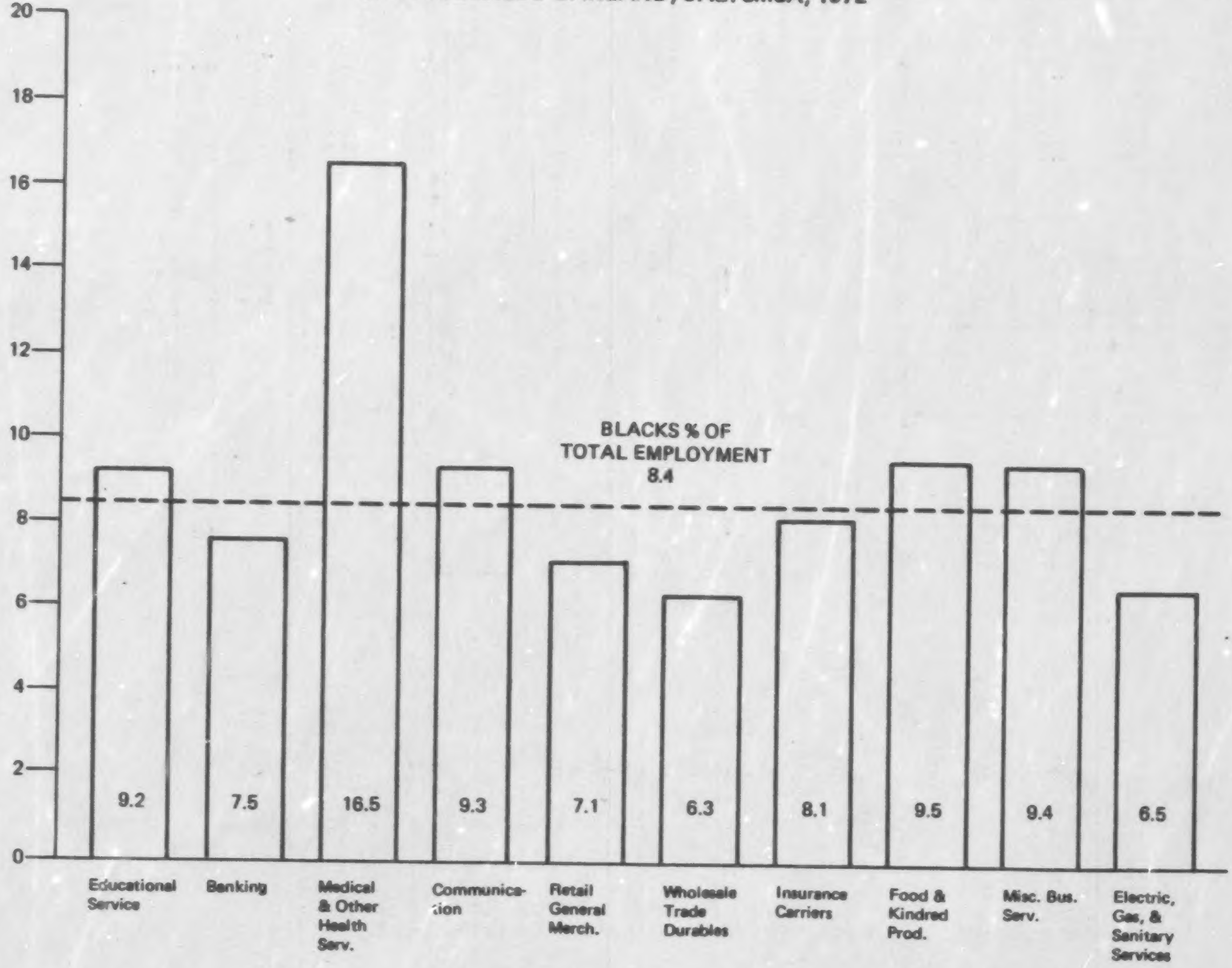
MISCELLANEOUS BUSINESS SERVICE

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	18,319	10,000	1,625	1,937	1,272	983	4,583	2,365	1,099	905	361	5,954
% WHO WERE:												
FEMALE	26.7	39.5	7.6	7.0	14.1	15.8	74.6	22.2	12.4	28.4	36.8	7.0
BLACK	9.4	3.7	3.0	1.0	3.5	1.4	5.5	7.1	9.0	8.7	9.1	20.0
SSA	11.4	4.5	2.8	1.9	4.7	2.2	6.4	13.3	11.1	15.1	19.2	22.3
ASIAN AMER	5.3	5.2	1.9	3.0	8.5	.2	7.0	3.5	1.4	6.5	2.2	6.3
INDIAN	.3	.3	.2	.2	.6	.2	.2	.5	.5	.6	.6	.3

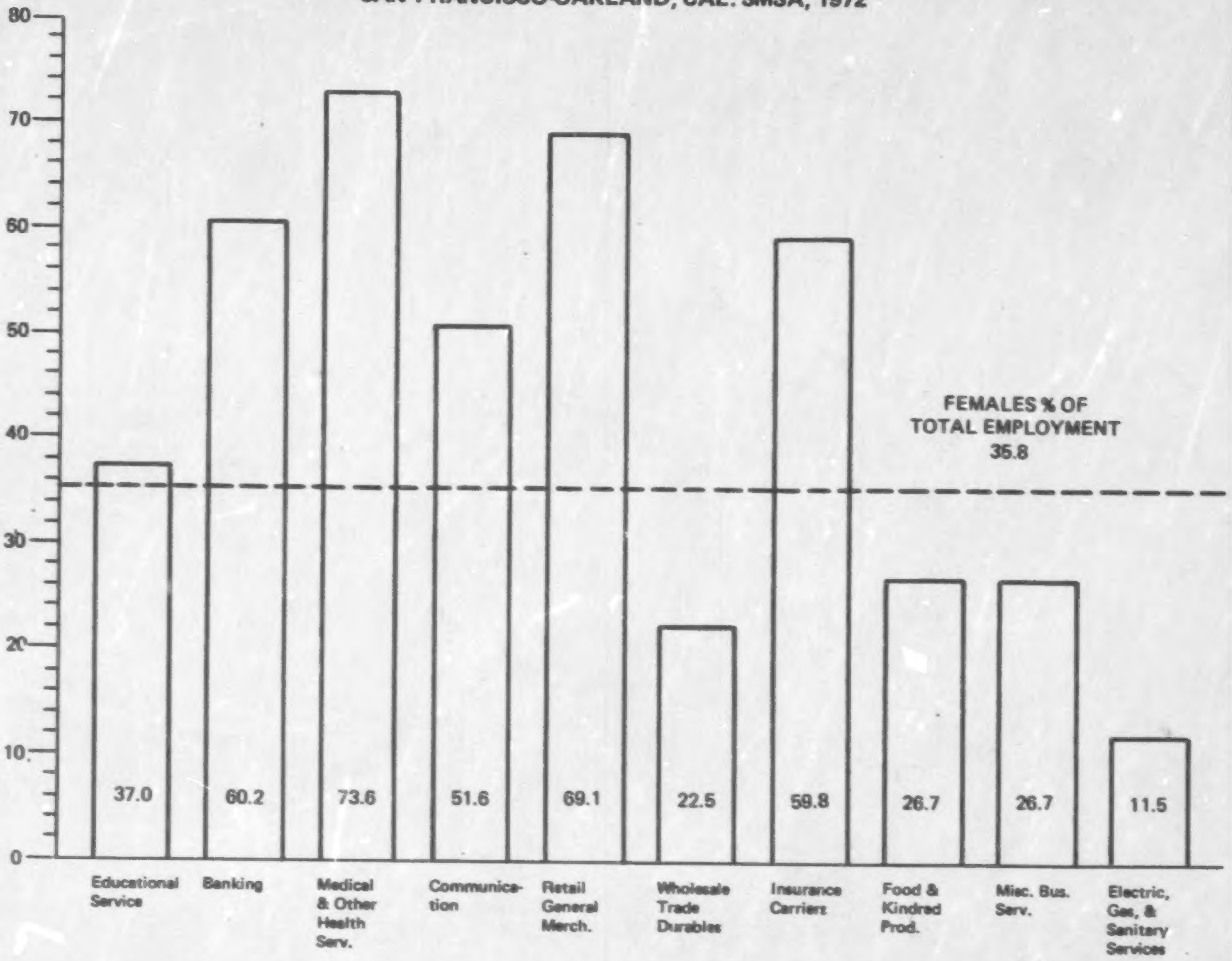
ELECTRIC,GAS,+SANITARY SERVICE

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	17,162	7,803	1,289	2,089	1,041	65	3,319	9,290	4,119	4,210	961	69
% WHO WERE:												
FEMALE	11.5	25.2	2.0	3.8	3.6	9.2	54.7					1.4
BLACK	6.5	4.7	.6	1.4	3.4	7.7	8.7	7.9	3.2	12.0	10.0	23.2
SSA	7.7	5.6	2.3	3.7	7.1	3.1	7.7	9.3	6.3	8.4	26.2	24.6
ASIAN AMER	2.7	5.4	1.2	6.2	4.9	1.5	6.8	.4	.4	.6	.1	2.9
INDIAN	.4	.3	.5	.1	.4	1.5	.3	.5	.6	.5	.2	

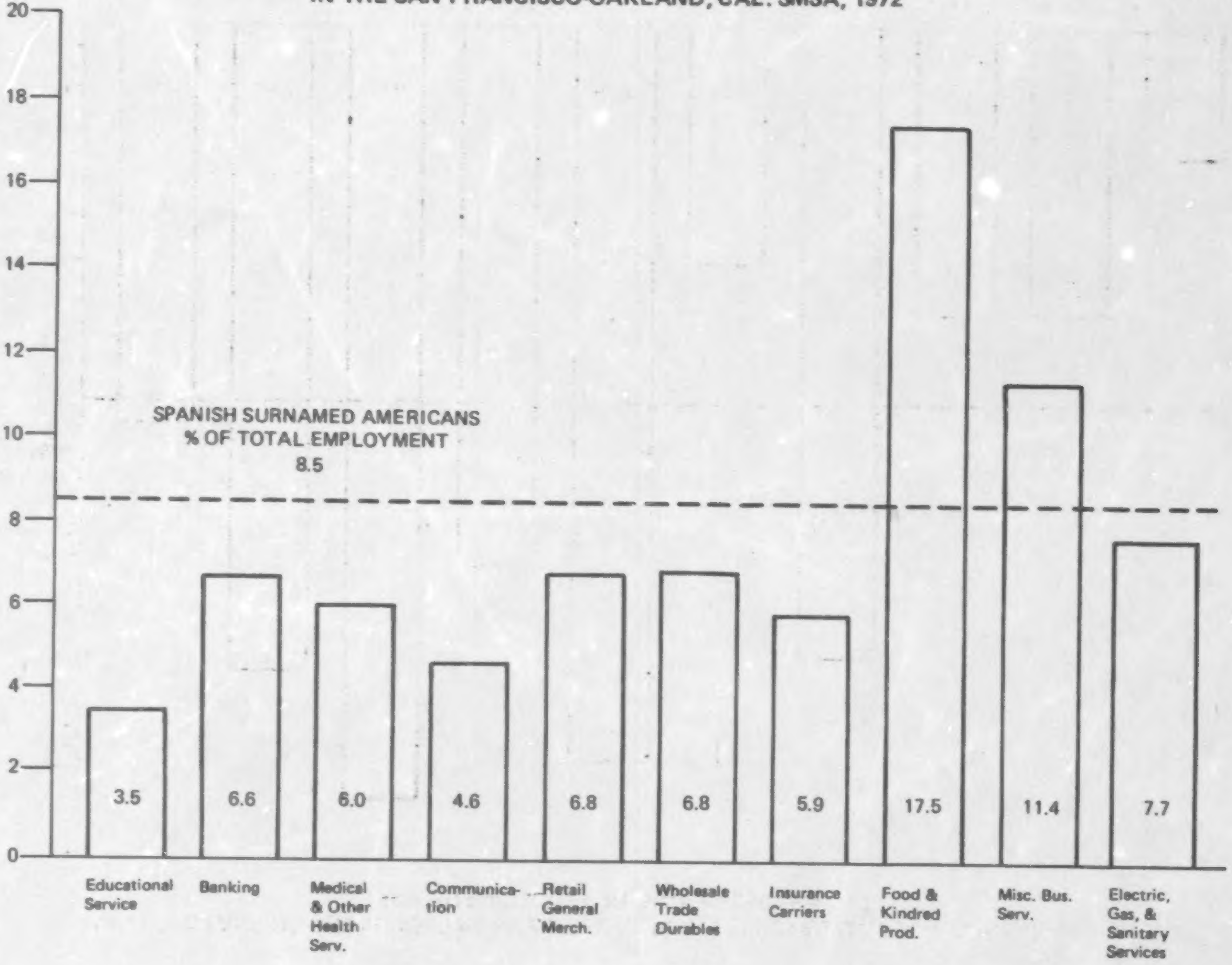
PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE SAN FRANCISCO-OAKLAND, CAL. SMSA, 1972



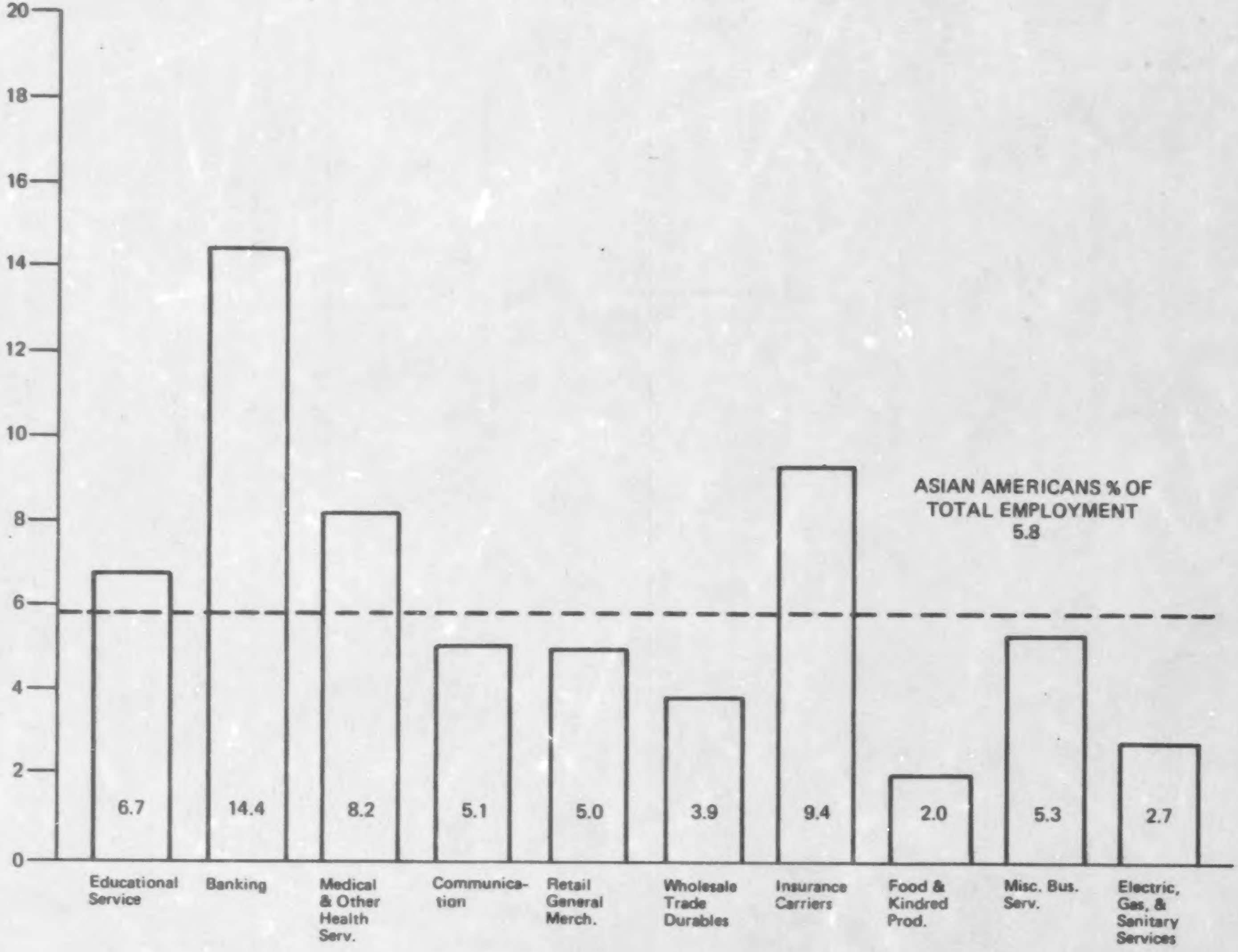
PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE SAN FRANCISCO-OAKLAND, CAL. SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY SPANISH SURNAMED AMERICANS IN SELECTED MAJOR INDUSTRIES IN THE SAN FRANCISCO-OAKLAND, CAL. SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY ASIAN AMERICANS IN SELECTED MAJOR INDUSTRIES IN THE SAN FRANCISCO-OAKLAND, CAL. SMSA, 1972



SEATTLE—EVERETT

The Seattle SMSA had a population of 1.4 million in 1972. Approximately 51 percent of the population were female and about three percent were black. Seattle also had relatively large concentrations of Asian Americans and American Indians, though each represented only a small percentage of the total population. Collectively, they accounted for almost three percent of the population.

The 1972 Seattle labor force was estimated at 600,000 persons. Close to 37 percent of the labor force participants were female; four percent were black.

Annual median income for persons 16 years and older with earnings in 1969 was $9,064 for all males, but less than half that amount ($4,381) for females. Black males earned a median income of $7,130 annually, while black females earned only $4,188 yearly.

The median school years completed for all those 25 years of older was exactly equal (12.5 years) for both males and females. Blacks of the same age group have generally completed fewer median school years. However, black males completed only a fraction more median school years (11.8 vs. 11.7 years) than black females, though earning substantially more. Though a difference in educational levels might explain part of the gap in earnings between all persons of one sex and blacks of that sex, the same argument cannot be used to explain the large earnings differentials between males and females.

The 1972 EEO-1 survey of Seattle industries showed similar patterns of inequality. Women and minorities generally suffered uneven participation and unbalanced occupational distribution both among industries in the same area and across job categories. Also, both groups were concentrated, for the most part, in job categories and industries where the earnings potentials were low.

In 1972 women were represented at a rate of 35 percent of the SMSA reported employment. Women represented 45 percent of all white collar workers (only 13 percent of the officials and managers, but an overwhelming 83 percent of the office and clerical workers), 13 percent of the blue collar workers, and 56 percent of the service workers.

Since 1970 total employment in Seattle has dropped. However, between 1971 and 1972 employment increased somewhat in the white collar and service occupations.

Between 1970 and 1972 women increased their relative share of jobs in every white collar category except technician. They lost participation in the blue collar categories, but increased their percentage of the traditionally well paying skilled craft category (despite an employee cutback of almost one-third in that category). However, the number of women increased in every category except technician between 1971 and 1972.

In 1972, 71 percent of all women were in the usually low prestige, low paying categories of office and clerical worker (47 percent), sales worker (12 percent), and service worker (12 percent). Only 17 percent of all male workers held jobs in those categories.

The 1972 EEO-1 data revealed some striking differences between the occupational distributions of Anglo and minority females. In particular, while 12 percent of Anglo females were sales workers, less than five percent of minority females were in those jobs. Almost half of Anglo females were doing office and clerical work in 1972, but only about a third of minority female employees held positions in that category. Minority females were much more likely than Anglo females to hold the jobs of operative (16 vs. six percent) and service worker (22 vs 11 percent).

In 1972 blacks were almost four percent of the reported work force. However, blacks constituted only two percent of the white collar workers (only one percent of the officials and managers). Blacks held four percent of the blue collar jobs (two percent of the skilled craftsmen; nine percent of the laborers) and a disproportionate 11 percent of the service worker positions.

Since 1970 blacks generally have gained representation in the white collar field and lost representation in the blue collar field. The changes, however, were slight except for a relatively large drop in the black share of skilled craftsmen jobs. In fact, since there was also a decrease in total employment in that category during the same period, the actual number of black skilled craftsmen in 1972 was only half as great as in 1970.

In 1972, a total of 53 percent of all blacks were operatives (16 percent), laborers (13 percent), and service workers (24 percent). Only 22 percent of all Anglo workers were in these relatively low paying job categories.

Asian Americans comprised about three percent of the Seattle SMSA total employment in both 1970 and 1972. There were no significant changes in their participation rates in the various job categories. In 1972 their representation varied from one percent of the officials and managers to over five percent of the service workers. A little over one-half of the Asian Americans in the reported work force for 1972 were white collar workers. Approximately 34 percent of all Asian Americans were blue collar workers and 15 percent were service workers. The shift in concentration of these workers since 1970 has been to the white collar and service occupations.

American Indians represented one-half of one percent of the workers in the EEO-1 surveys of 1970 and 1972. They showed uneven progress in their participation rates in various job categories between 1970 and 1972. The changes were minimal except for a drop from over two percent to less than one percent of the declining laborer category. From 1970 to 1972 the occupational distribution of American Indians in Seattle changed considerably. The general shift was away from blue collar jobs and towards white collar jobs. For instance, only 23 percent of all American Indians were white collar workers in 1970, but 41 percent held white collar positions in 1972. The percentage of Indians who were blue collar workers shifted from 71 percent in 1970 to 49 percent in 1972. However, twice the proportion of Indians were service workers in 1972 than 1970.

The differences in occupational distributions between Anglo males and minority males are strongest in the traditionally highest and lowest paying job categories. For instance, in 1972, 15 percent of all Anglo males were officials and managers, but only five percent of minority males held those positions. Though only four percent of all Anglo males were service workers, 16 percent of all minority males worked in those jobs.

A comparison of the occupational distribution of Anglo males with the distributions of women and minorities gives one indication of the relative positions of those groups. For example, in 1972, 57 percent of all Anglo males were in the well paying jobs of officials and managers, professionals, and skilled craftsmen. However, only 35 percent of minority males, 17 percent of Anglo females, and 13 percent of minority females held those top positions in the white and blue collar fields.

Employment in the top ten industries in the Seattle SMSA in 1972 accounted for 64 percent of the total employment. The number of employees per industry ranged from 5,700 to 33,000. The ten industries had a slightly greater percentage of white collar employees (70 vs. 61 percent) and slightly smaller percentages of blue collar (24 vs. 32 percent) and service workers (six vs. eight percent) than did the SMSA EEO-1 workforce.

The all industries participation rate for women was about 35 percent, but they were represented very unevenly in the top ten industries with rates of from six percent in Lumber and Wood Products to 83 percent in Medical and Other Health Services. In the largest industry (more than twice the size of the next largest), Transportation Equipment (a high average earnings industry), women were only 14 percent of the employees.

Office and clerical positions in the ten major industries were filled generally by women. Women averaged 85 percent of the workers in those jobs.

Blacks were about four percent of the employees in the EEO-1 survey. That rate was met or surpassed in only three of the top ten industries. Lumber and Wood Products employed the smallest ratio of blacks—one-half of one percent.

Blacks experienced their highest rate of participation in Educational Services—six percent—where they were almost six percent of the officials and managers. Throughout the ten industries blacks were represented at disproportionately high rates in the laborer and service worker categories.

Asian Americans were almost three percent of all employees reported in the EEO-1 survey, but were represented at rates of from 0.2 percent in Lumber and Wood Products to five percent in Educational Services. American Indians participated in the Seattle SMSA total at a rate of one-half percent. American Indians were represented in a significantly different degree in only one industry—Lumber and Wood Products—where they were 1.4 percent of the employees.

Spanish Surnamed Americans held less than one percent of the jobs reported in the EEO-1 survey. They were employed at approximately that rate throughout the ten major industries. Spanish workers generally were concentrated in blue collar and service worker jobs. Almost half of all Spanish were operatives, laborers, or service workers. Less than one-quarter of all Anglo workers held positions in those relatively low paying job categories.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE SEATTLE-EVERETT, WASHINGTON SMSA – 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	100.0
White Collar	53.2	34.6	78.9	55.4
Officials and Managers	14.5	5.3	4.0	2.2
Professionals	19.6	13.6	10.8	8.3
Technicians	6.6	5.8	4.2	5.5
Sales Workers	7.2	4.3	12.2	4.7
Office and Clerical	5.3	5.6	47.7	34.7
Blue Collar	42.5	49.2	10.2	22.6
Craftsmen	22.6	16.0	2.0	2.1
Operatives	14.3	18.5	5.7	15.9
Laborers	5.6	14.7	2.5	4.5
Service Workers	4.3	16.2	10.9	22.0

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF BLACK EMPLOYEES, 1970, 1971, AND 1972

SEATTLE-EVERETT, WASHINGTON	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	252,885	206,776	210,741	3.5	3.4	3.5	100.0	100.0	100.0
WHITE COLLAR	145,515	122,961	127,932	1.9	1.8	2.2	30.8	32.2	37.7
OFFICIALS AND MANAGERS.	26,114	21,249	21,734	0.7	0.6	1.2	2.0	2.3	3.6
PROFESSIONALS	35,118	33,380	34,075	0.8	1.0	1.3	3.4	4.7	5.8
TECHNICIANS	14,245	12,452	12,084	2.5	2.7	3.0	4.1	4.9	5.0
SALES WORKERS	19,658	17,484	18,079	2.1	2.0	1.9	4.7	5.0	4.7
OFFICE AND CLERICAL WORKERS . .	50,380	38,300	41,950	2.9	2.0	3.3	16.6	15.2	18.6
BLUE COLLAR	92,947	68,950	66,895	4.6	4.5	4.2	48.3	44.8	38.0
CRAFTSMEN	46,515	32,160	31,584	2.9	2.3	2.0	15.2	10.8	8.6
OPERATIVES	33,534	25,929	24,825	5.1	4.9	4.0	19.4	18.4	16.3
LABORERS	12,898	10,861	10,486	9.4	10.0	9.1	13.7	15.6	13.1
SERVICE WORKERS	14,423	14,865	15,918	12.0	10.8	11.2	20.9	23.0	24.3

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEC-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF FEMALE EMPLOYEES, 1970, 1971, AND 1972

SEATTLE-EVERETT, WASHINGTON	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	252,885	206,776	210,741	32.3	32.3	35.4	100.0	100.0	100.0
WHITE COLLAR	145,515	122,961	127,932	43.1	41.5	44.8	76.6	76.4	76.8
OFFICIALS AND MANAGERS.	26,114	21,249	21,734	10.2	11.0	13.2	3.3	3.5	3.8
PROFESSIONALS	35,118	33,380	34,075	19.1	21.3	23.2	8.2	10.6	10.6
TECHNICIANS	14,245	12,452	12,084	28.1	28.0	26.6	4.9	5.2	4.3
SALES WORKERS	19,658	17,484	18,079	42.5	43.3	47.4	10.2	11.5	11.5
OFFICE AND CLERICAL WORKERS . .	50,380	38,300	41,950	81.2	79.7	82.8	50.1	45.6	46.4
BLUE COLLAR	92,947	68,950	66,895	12.0	11.1	12.5	13.6	11.4	11.2
CRAFTSMEN	46,515	32,160	31,584	3.7	3.6	4.7	2.1	1.7	2.0
OPERATIVES	33,534	25,929	24,825	20.1	17.5	15.8	8.3	6.8	6.6
LABORERS	12,898	10,861	10,486	20.6	18.1	18.9	3.3	2.9	2.7
SERVICE WORKERS	14,423	14,865	15,918	55.2	54.7	55.9	9.7	12.2	11.9

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEC-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
ASIAN AMERICAN EMPLOYEES, 1970, 1971, AND 1972

SEATTLE-EVERETT, WASHINGTON	1970	1971	1972	PARTICIPATION RATES 1970	PARTICIPATION RATES 1971	PARTICIPATION RATES 1972	OCCUPATIONAL DISTRIBUTION 1970	OCCUPATIONAL DISTRIBUTION 1971	OCCUPATIONAL DISTRIBUTION 1972
TOTAL EMPLOYEES	252,885	206,776	210,741	2.8	2.7	2.8	100.0	100.0	100.0
WHITE COLLAR	145,515	122,961	127,932	2.1	2.3	2.4	44.1	51.1	51.2
OFFICIALS AND MANAGERS.	26,114	21,245	21,736	1.0	0.9	1.0	3.8	3.4	3.8
PROFESSIONALS	35,118	33,380	34,075	3.6	3.6	3.5	18.2	21.9	20.3
TECHNICIANS	14,245	12,452	12,084	2.4	3.0	3.4	5.0	6.7	7.0
SALES WORKERS	19,658	17,684	18,079	1.3	1.3	1.3	3.5	4.1	4.1
OFFICE AND CLERICAL WORKERS . .	50,380	38,200	41,958	1.9	2.2	2.2	13.7	15.0	15.9
BLUE COLLAR	92,947	68,950	66,899	3.4	2.9	3.0	45.8	36.3	34.3
CRAFTSMEN	46,515	32,160	31,584	1.5	2.1	1.8	10.0	12.5	9.6
OPERATIVES	33,534	25,929	24,829	5.4	3.6	4.2	25.6	17.0	17.8
LABORERS	12,898	10,861	10,486	5.5	3.5	3.9	10.2	6.8	6.9
SERVICE WORKERS	14,423	14,865	15,910	4.9	4.7	5.4	10.1	12.6	14.5

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF
INDIAN EMPLOYEES, 1970, 1971, AND 1972

SEATTLE-EVERETT, WASHINGTON	1970	1971	1972	PARTICIPATION RATES 1970	PARTICIPATION RATES 1971	PARTICIPATION RATES 1972	OCCUPATIONAL DISTRIBUTION 1970	OCCUPATIONAL DISTRIBUTION 1971	OCCUPATIONAL DISTRIBUTION 1972
TOTAL EMPLOYEES	252,885	206,776	210,741	0.5	0.5	0.5	100.0	100.0	100.0
WHITE COLLAR	145,515	122,961	127,932	0.2	0.2	0.3	23.4	31.0	40.7
OFFICIALS AND MANAGERS.	26,114	21,245	21,736	0.1	0.2	0.4	2.7	4.8	7.9
PROFESSIONALS	35,118	33,380	34,075	0.1	0.1	0.2	2.4	4.6	7.1
TECHNICIANS	14,245	12,452	12,084	0.3	0.4	0.4	3.9	4.6	4.3
SALES WORKERS	19,658	17,684	18,079	0.3	0.2	0.2	4.8	3.6	4.1
OFFICE AND CLERICAL WORKERS . .	50,380	38,200	41,958	0.2	0.3	0.4	9.7	13.3	17.3
BLUE COLLAR	92,947	68,950	66,899	0.9	0.8	0.8	71.3	58.9	49.1
CRAFTSMEN	46,515	32,160	31,584	0.6	0.6	0.7	22.1	20.5	21.6
OPERATIVES	33,534	25,929	24,829	0.9	0.9	0.8	24.8	23.7	19.3
LABORERS	12,898	10,861	10,486	2.3	1.3	0.8	24.4	14.6	8.2
SERVICE WORKERS	14,423	14,865	15,910	0.4	0.7	0.7	5.3	10.1	10.2

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES
IN THE SEATTLE-EVERETT, WASHINGTON, SMSA

TRANSPORTATION EQUIPMENT

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	.TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	33,013	17,236	3,916	6,242	3,244	38	3,796	15,324	9,559	4,966	799	453
% WHO WERE:												
FEMALE	13.6	19.5	.9	3.7	21.3		63.4	7.0	2.2	14.4	17.1	9.3
BLACK	3.2	1.2	.6	.7	1.6	2.6	2.3	5.3	2.5	7.8	28.7	4.4
SSA	.6	.4	.3	.3	.9	5.3	.4	.9	.9	.9	.3	.2
ASIAN AMER	2.1	2.4	1.0	3.6	2.6		2.1	1.8	1.4	2.2	3.3	.9
INDIAN	.4	.2	.2	.1	.1		.4	.6	.6	.5	1.4	.7

ORDNANCE AND ACCESSORIES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	14,683	11,848	2,221	5,042	2,209	2	1,574	2,722	1,871	798	53	113
% WHO WERE:												
FEMALE	14.0	14.4	.5	3.5	16.9		73.6	11.8	3.7	28.4	73.6	23.9
BLACK	1.4	.9	.8	.6	1.0		2.5	2.9	1.4	9.9	11.3	12.4
SSA	.4	.3	.3	.3	.2		.4	.6	.6	.6		1.8
ASIAN AMER	2.4	2.5	.9	3.1	3.3		1.9	1.8	1.7	2.1		4.4
INDIAN	.2	.2	.3	.1	.2		.4	.3	.3	.3		

COMMUNICATION

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	14,323	10,281	1,796	1,656	440	209	6,152	3,966	3,775	189	2	76
% WHO WERE:												
FEMALE	48.6	65.9	30.5	17.1	11.8	13.0	95.4	3.5	2.9	14.3		64.5
BLACK	3.5	3.8	1.4	1.6	3.8	2.6	5.2	2.3	2.0	8.5		14.5
SSA	[illegible]	.4	.1	.2	.2		.7	.2	.2			
ASIAN AMER	.8	.9	.1	.5	.9		1.2	.5	.5		50.0	
INDIAN	.3	.4	.5	.2	.7		.3	.3	.3	.5		1.3

EDUCATIONAL SERVICES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	14,236	12,303	1,354	7,491	690	22	2,746	480	427	52	9	1,463
% WHO WERE:												
FEMALE	65.9	47.7	38.7	33.2	35.5	45.5	94.9	1.6		19.4		65.6
BLACK	6.3	3.9	5.8	2.1	8.3		6.7	7.9	5.4	11.5		20.5
SSA	.9	.8	.9	.5	1.2		1.3	.8	.5	3.8		2.1
ASIAN AMER	5.1	5.2	2.6	6.1	5.1		4.0	1.0	.2	1.9	33.3	5.9
INDIAN	.6	.5	.8	.3	.7		1.0	1.6	.2	11.5	11.1	.9

MEDICAL+OTHER HEALTH SERVICES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	13,075	8,209	407	4,103	1,612	71	2,016	638	303	243	92	4,148
% WHO WERE:												
FEMALE	83.3	86.5	52.6	88.3	81.8	87.3	95.4	51.7	44.9	57.2	98.8	81.9
BLACK	5.4	2.9	2.3	1.1	6.8	1.4	1.9	7.4	7.3	8.2	5.4	10.1
SSA	.7	.6	.2	.4	1.4		.3	.3	.3	.4		1.0
ASIAN AMER	3.9	3.4	1.2	3.5	4.3	1.4	2.9	4.1	2.0	7.4	2.2	5.1
INDIAN	.4	.3	.8	.2	.5		.3	.6	.7	.8		.6

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES
IN THE SEATTLE-EVERETT, WASHINGTON, SMSA (Cont.)

WHITE COLLAR WORKERS — BLUE COLLAR WORKERS

RETAIL GENERAL MERCHANDISE

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	12,585	9,597	1,139	72	143	6,466	1,777	1,744	609	364	771	1,244
% WHO WERE:												
FEMALE	72.5	78.3	34.1	51.4	55.9	82.8	93.5	47.5	44.0	46.7	50.7	62.5
BLACK	2.7	1.8	1.3			1.9	1.6	3.0	1.1	3.6	6.0	8.4
SSA	.6	.5	.5		.7	.5	.7	.6	.2	1.6	.5	.9
ASIAN AMER	1.3	1.1	.8	1.4	3.5	.8	2.2	1.9	2.8	2.7	.8	2.0
INDIAN	.2	.1	.2			.1	.2	.3	.5	.3	.3	.6

INSURANCE CARRIERS

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	11,876	11,690	1,497	2,782	490	651	6,350	111	53	58		75
% WHO WERE:												
FEMALE	58.4	58.8	15.7	14.3	32.7	5.7	95.3	41.4	13.2	67.2		24.0
BLACK	2.2	2.1	.4	1.0	1.4	1.4	3.1	6.3	1.9	10.3		10.7
SSA	1.1	1.1	.3	.6	1.0	.6	1.5	.9		1.7		1.3
ASIAN AMER	1.4	1.4	.5	.9	3.1	1.5	1.7	3.6	1.9	5.2		
INDIAN	.3	.3	.4	.2	.2	.2	.3	1.8	3.8			

BANKING

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	8,480	8,040	1,931	209	217	22	5,661	274	59	203	12	166
% WHO WERE:												
FEMALE	63.6	65.1	19.0	21.1	26.7	45.5	84.1	39.4	3.4	52.2		29.5
BLACK	3.1	3.0	.5	4.8	2.8	4.5	3.8	2.6	3.4	2.5		9.0
SSA	.8	.8	.2	.5	1.4		1.1	.4		.5		.6
ASIAN AMER	2.5	2.5	.8	4.3	4.1		3.0	3.6		4.9		1.8
INDIAN	.4	.4	.2		.5	4.5	.4					.6

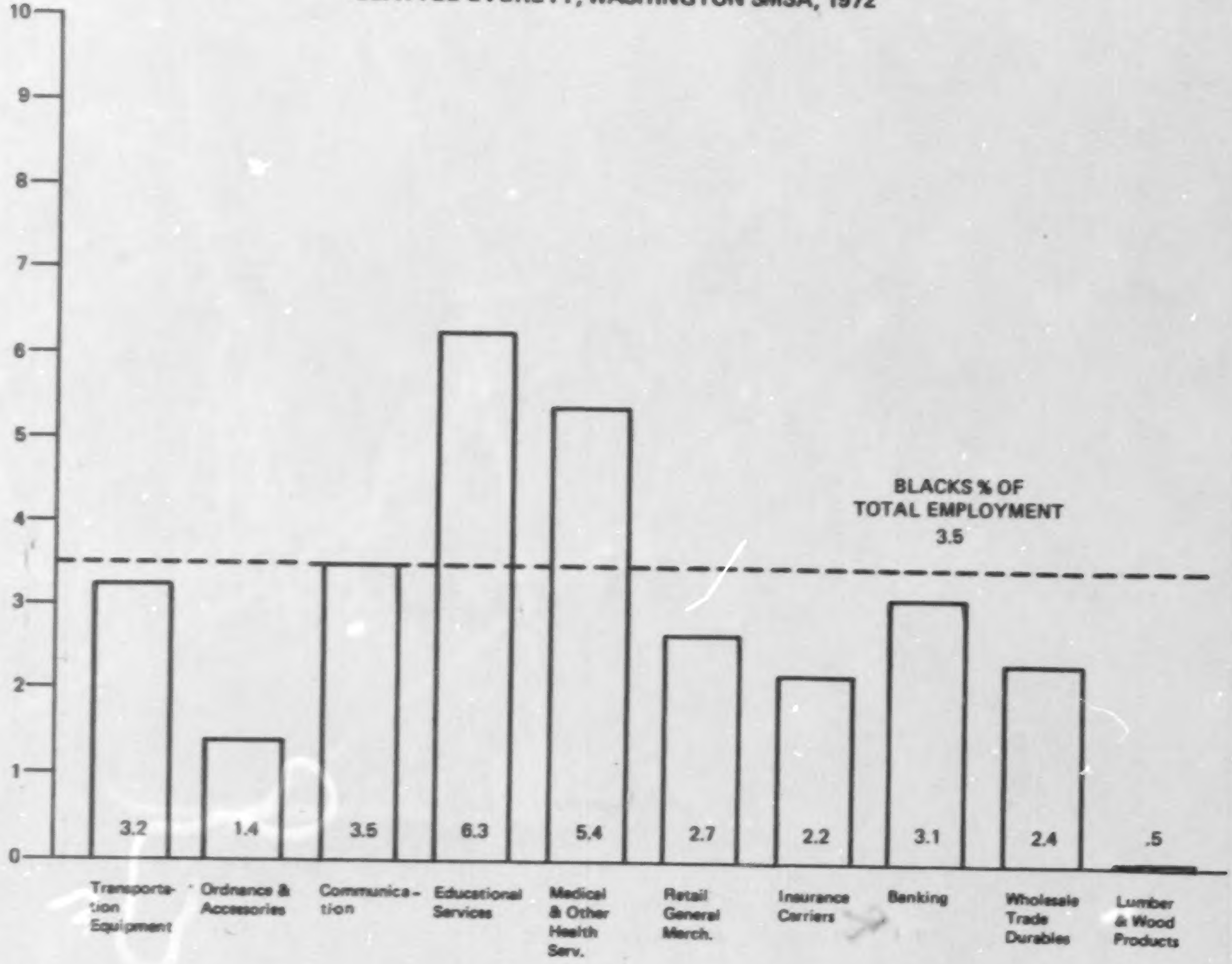
WHOLESALE TRADE DURABLES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	6,149	4,230	681	222	408	1,490	1,429	1,820	570	891	359	99
% WHO WERE:												
FEMALE	20.5	25.3	4.1	5.4	3.4	3.4	67.5	8.6	1.9	11.8	11.1	34.3
BLACK	2.4	1.6	.3	1.8	1.7	1.0	2.0	4.1	.9	5.9	6.5	3.0
SSA	.8	.6	.6	1.4	.7	.2	.8	1.2	.7	1.5	1.1	2.0
ASIAN AMER	2.8	2.5	1.0	.5	2.2	2.6	3.6	3.6	1.1	6.5	.3	
INDIAN	.5	.3	.3		.5	.1	.6	.8	.9	.9	.3	2.0

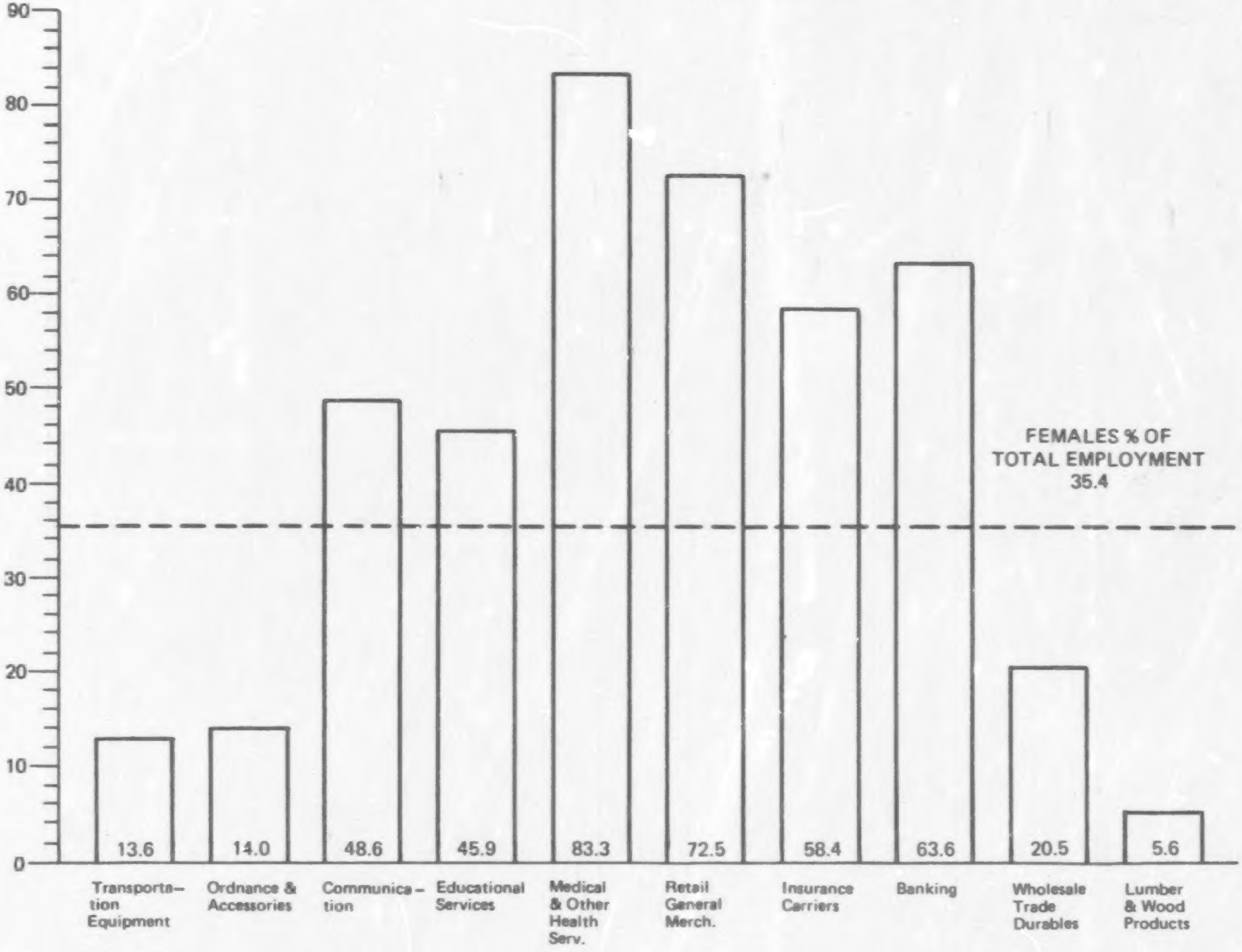
LUMBER AND WOOD PRODUCTS

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	5,659	898	226	248	65	99	260	4,751	1,180	2,433	1,138	10
% WHO WERE:												
FEMALE	5.6	20.0	.4	4.4	16.9	5.1	85.8	1.3	.5	1.8	1.0	30.0
BLACK	.5	.6	.4		1.5		1.2	.5	.1	.7	.5	
SSA	1.2							1.4	.6	1.8	1.4	
ASIAN AMER	.2	.7		.8	3.1		.8	.2		.2	.4	
INDIAN	1.4	.1	.4					1.6	1.6	1.9	1.1	

PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE SEATTLE-EVERETT, WASHINGTON SMSA, 1972



PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE SEATTLE-EVERETT, WASHINGTON SMSA, 1972



WASHINGTON, D.C.–MARYLAND–VA.

In 1972, the Washington, D.C. population was nearly three million, an increase from the 1970 level of about three percent. Blacks, the largest ethnic minority group, constituted about one-third of the population. The Spanish population was about three percent of the SMSA population and females accounted for about one-half of the population. The population of the central city was 726,492 in 1970. Seventy percent of this population were black and two percent were Spanish.

The SMSA labor force numbered 1,237,000 in 1972. Twenty six percent of the labor force 16 years and older were black and almost two-fifths were females 20 years and older.

Spanish American males had median earnings in 1969 almost equal to the median earnings for all males in the SMSA. All males earned an average of $8,921 and Spanish males earned $8,889. However, black males had median earnings of only $6,323 or only 71 percent that of all males. Females had median earnings of $5,128. Black females had median earnings of $4,643 and Spanish females' earnings were $4,341.

Median school years completed for persons 25 years and older, the majority of the labor force, was 12.8 for males in 1970 and 12.5 for females. Black males and females in that age group had completed median years of 11.2 and 11.6, respectively. Spanish males were most likely to have completed some college work. Spanish males completed 14.1 years of school, and Spanish females completed 12.6 years.

The Equal Employment Opportunity Commission received reports covering 362,126 of the area's employees in 1972. One-fourth of these employees were black, two percent were Spanish, and two-fifths were females.

The Washington, D.C. SMSA has almost no manufacturing industries. Three of the ten largest industries can be classified as retail trade; another four as services; and the other three commnications, insurance carriers, and wholesale trade. These ten industries accounted for 60 percent of the area's employment as reported on the 1972 EEO-1 reports.

Among the ten largest industries, women and minorities were most visible in Medical and Other Health Services. The participation rate for each minority group, except SSA's, and for women was highest in that industry. Spanish Surnamed Americans had their highest representation in Eating and Drinking Places.

Representation of minorities in eight of the largest industries was less than their representation in the SMSA as a whole. In each of the ten largest industries, blacks were over-represented in operative, laborer and service jobs. In only two industries did the participation of blacks in craft occupations exceed their overall participation in the work force. These exceptions occurred in Medical and Other Health Services; and Eating and Drinking Places. Spanish Surnamed Americans were over-represented in operative, laborer, and service jobs in three of the ten major industries. Moreover, in five of these industries, their participation in skilled craft positions also exceeded their overall rate of employment.

In each of the ten industries, females were overwhelmingly employed in office and clerical jobs. In only one industry, Medical and Other Health Services, did female participation in professional jobs exceed their overall rate of participation.

In the SMSA, minorities comprised 28 percent of the EEO-1 work force. The largest ethnic group was blacks who were 25 percent of total employment; Spanish Surnamed Americans were two percent of the workforce, Orientals were one percent, and American Indians were less than one percent. Forty percent of the workers were female.

The occupational patterns of minorities and women in the ten major industries does not differ greatly from those of the SMSA as a whole. Minorities were generally concentrated in operative, service and laborer occupations. Females were concentrated in office and clerical jobs. The majority of the area's EEO-1 employees were in white collar jobs. Only about one-third of all employees were in blue collar jobs. One-fourth of the SMSA EEO-1 employment was black. But, although two-fifths of all jobs were in the white collar (excluding clerical) category only one-fifth of the blacks held such jobs. On the other hand, nearly three-tenths of the blacks were employed as service workers; Two-fifths of area EEO-1 employees were women. One-third of the women held white collar (excluding clerical) jobs. The greatest concentrations of women were in professional jobs—15 percent, sales jobs—13 percent, and service jobs—13 percent.

The occupational distributions of Anglo males, minority males, Anglo females and minority females show striking differences. The proportion of Anglo males holding white collar positions ranged between eight percent in technical jobs to 22 percent in professional jobs. Minority male participation ranged from four percent in technical jobs to seven percent in professional jobs. Eight percent of minority males held clerical positions. Anglo males were also more likely than minority males to hold craft jobs as opposed to operative laborer or service jobs. The range was from four percent in laborer or service jobs to 15 percent of craft jobs. Minority males, however, ranged from 25 percent in service jobs to ten percent in craft jobs. Fewer than seven percent of the Anglo males held service jobs.

Anglo females were concentrated in clerical, and sales jobs. Minority females were concentrated in clerical and service jobs. Nearly two-thirds of each group were classified in the previously mentioned job categories.

The lowest proportions of minority females were in craft and managerial positions while the lowest proportions of Anglo females were in laborer and craft positions.

Between 1970 and 1972, total reported employment in the SMSA rose by more than 12 percent. Employment increased in every occupational category. Black employment almost kept pace with overall employment; participation of blacks was only slightly lower in 1972 than in 1970. Black participation changed very little in all but three occupational groups. There were sharp declines in their share of laborer and service occupations and a lesser decline in the percent of operative jobs held by blacks.

Overall female participation also changed little between 1970 and 1972. While small increases in female participants in the better paying white collar jobs were noted, female participation in clerical jobs also rose somewhat. In adddition, the female employment in laboring jobs declined significantly.

OCCUPATIONAL DISTRIBUTION OF WORKERS IN THE WASHINGTON, D.C.-MD.–VA., SMSA – 1972

Occupational Group	Anglo Males	Minority Males	Anglo Females	Minority Females
All Occupations	100.0	100.0	100.0	100.0
White Collar	66.5	29.2	86.1	51.5
Officials and Managers	16.8	4.3	5.5	2.2
Professionals	21.8	6.6	12.6	5.7
Technicians	7.9	4.4	4.1	5.2
Sales Workers	12.6	6.1	17.9	9.3
Office and Clerical	7.4	7.9	46.0	35.1
Blue Collar	27.1	46.0	4.9	10.6
Craftsmen	15.3	10.2	1.2	1.6
Operatives	8.2	19.2	2.6	6.3
Laborers	3.5	16.6	1.1	2.7
Service Workers	6.5	24.8	9.0	31.8

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF BLACK EMPLOYEES, 1970, 1971, AND 1972

WASHINGTON, D.C.-MARYLAND-VA.	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	322,085	348,855	362,126	25.5	24.1	24.6	100.0	100.0	100.0
WHITE COLLAR	205,740	230,963	235,894	14.2	14.3	15.0	35.4	39.2	39.7
OFFICIALS AND MANAGERS.	31,285	34,397	35,766	7.3	7.1	8.1	2.8	2.9	3.2
PROFESSIONALS	48,479	53,464	53,935	7.0	7.2	7.4	4.1	4.6	4.5
TECHNICIANS	17,557	19,880	21,515	18.7	19.9	18.6	4.0	4.7	4.5
SALES WORKERS	39,943	44,796	45,856	14.0	13.9	14.5	6.8	7.4	7.8
OFFICE AND CLERICAL WORKERS . .	68,476	78,426	78,822	21.3	21.0	22.6	17.7	19.6	20.0
BLUE COLLAR	73,612	74,541	78,536	37.8	36.9	36.5	33.9	32.8	32.2
CRAFTSMEN	29,532	29,997	32,111	17.0	16.6	18.0	6.1	5.9	6.5
OPERATIVES	27,719	28,083	29,239	45.8	45.4	43.9	15.4	15.2	14.4
LABORERS	16,361	16,461	17,186	62.0	59.4	58.5	12.3	11.7	11.3
SERVICE WORKERS	42,733	43,351	47,696	59.1	54.3	52.4	30.7	28.0	28.1

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION RATES AND OCCUPATIONAL DISTRIBUTIONS OF FEMALE EMPLOYEES, 1970, 1971, AND 1972

WASHINGTON, D.C.-MARYLAND-VA.	1970	1971	1972	PARTICIPATION RATES 1970	1971	1972	OCCUPATIONAL DISTRIBUTION 1970	1971	1972
TOTAL EMPLOYEES	322,085	348,855	362,126	39.6	41.0	40.5	100.0	100.0	100.0
WHITE COLLAR	205,740	230,963	235,894	47.5	48.6	48.1	74.5	78.5	77.3
OFFICIALS AND MANAGERS.	31,285	34,397	35,766	17.1	18.1	18.6	4.2	4.3	4.5
PROFESSIONALS	48,479	53,464	53,935	28.1	20.9	28.6	10.7	10.8	10.5
TECHNICIANS	17,557	19,880	21,515	28.6	30.7	30.2	3.9	4.3	4.4
SALES WORKERS	39,943	44,796	45,856	49.5	49.2	48.8	15.5	15.4	15.2
OFFICE AND CLERICAL WORKERS . .	68,476	78,426	78,822	78.6	79.6	79.4	42.2	43.7	42.6
BLUE COLLAR	73,612	74,541	78,536	12.6	13.0	12.4	7.2	6.8	6.6
CRAFTSMEN	29,532	29,997	32,111	5.5	5.9	6.0	1.3	1.2	1.3
OPERATIVES	27,719	28,083	29,239	17.9	20.2	18.0	3.9	4.0	3.7
LABORERS	16,361	16,461	17,186	16.2	13.9	13.7	2.1	1.6	1.6
SERVICE WORKERS	42,733	43,351	47,096	48.6	48.5	49.3	16.3	14.7	16.0

SOURCE: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, EEO-1 REPORTS, 1970, 1971, AND 1972.

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE WASHINGTON, D.C.-MARYLAND-VIRGINIA, SMSA

RETAIL GENERAL MERCHANDISE

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	33,703	25,708	4,155	107	169	15,622	5,575	4,501	1,284	1,752	1,465	3,494
% WHO WERE:												
FEMALE	63.2	70.7	41.1	50.8	44.4	73.5	86.2	26.6	15.8	29.5	32.6	55.2
BLACK	22.6	17.4	12.0	10.2	17.2	15.3	27.5	33.9	18.5	48.5	30.1	46.3
SSA	1.8	1.3	.9	1.1	4.7	1.3	1.7	3.8	5.8	3.6	2.3	2.6
ASIAN AMER	1.0	1.0	.7	3.7	1.8	.8	1.6	1.4	1.4	1.5	1.3	.9
INDIAN	.1	.1	.1			.1				.1	.1	.1

EDUCATIONAL SERVICES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	32,356	27,523	1,363	14,851	1,855	109	9,265	1,997	837	928	232	2,836
% WHO WERE:												
FEMALE	44.3	44.8	20.8	29.9	44.5	13.2	71.7	18.8	3.9	38.9	23.7	57.8
BLACK	22.4	15.4	14.7	10.5	21.5	4.8	22.3	38.7	27.6	65.6	51.3	79.6
SSA	1.2	1.2	.7	1.2	1.8	1.6	1.2	1.4	1.4	1.7		.7
ASIAN AMER	2.4	2.8	.8	3.4	4.3	.5	1.8	.4	.1	.5	.9	.4
INDIAN	.1	.1		.1	.1							.1

MEDICAL+OTHER HEALTH SERVICES

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	24,215	15,373	1,316	6,723	3,295	66	4,013	1,534	391	914	229	7,300
% WHO WERE:												
FEMALE	73.7	77.8	51.4	82.2	68.3	20.8	87.6	42.4	10.0	59.1	31.0	71.5
BLACK	30.5	23.9	14.1	14.2	40.2	10.6	30.3	50.0	30.7	62.3	34.1	68.1
SSA	2.4	1.8	1.4	2.0	2.1	3.0	1.2	4.1	1.5	4.7	6.1	3.5
ASIAN AMER	3.2	4.4	1.7	7.3	3.3	3.0	1.2	1.9	.8	2.1	3.1	1.8
INDIAN	.1	.1	.1	.1	.1		.1	.1	.3			.1

MISCELLANEOUS BUSINESS SERVICE

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	23,730	15,765	1,905	6,111	2,328	306	5,035	2,952	945	1,189	818	5,021
% WHO WERE:												
FEMALE	33.8	35.9	13.3	11.3	17.6	13.4	84.5	27.1	8.9	51.5	12.7	31.0
BLACK	26.9	8.8	8.0	3.0	9.9	6.2	15.9	47.	27.2	39.2	84.5	71.1
SSA	1.5	.8	.5	.6	1.3	.7	1.0	.6	1.1	.6	.1	4.1
ASIAN AMER	.9	1.2	.4	1.7	1.9		.8	.6	.4	1.1	.1	.2
INDIAN	.1	.1	.1	.1	.2							

COMMUNICATION

MINORITY GROUP	TOTAL EMPLOYMENT	WHITE COLLAR WORKERS TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	BLUE COLLAR WORKERS TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	21,671	16,098	2,751	2,910	1,411	368	8,658	5,368	5,030	313	17	205
% WHO WERE:												
FEMALE	45.5	60.7	31.0	21.0	11.5	3.0	94.0	.6	.6	.3		23.4
BLACK	21.3	23.1	6.6	5.6	9.9	7.9	37.0	13.4	10.7	54.0	78.6	85.9
SSA	.3	.4	.3	.4	.3	.5	.4	.1	.1	.3		.5
ASIAN AMER	.3	.4		.8	.6	.3	.3	.1	.1			
INDIAN					.1		.1					

PARTICIPATION OF FEMALES AND MINORITIES IN THE TOP TEN INDUSTRIES IN THE WASHINGTON, D.C.-MARYLAND-VIRGINIA, SMSA (Cont.)

EATING AND DRINKING PLACES

		WHITE COLLAR WORKERS						BLUE COLLAR WORKERS				
MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	18,285	3,026	1,370	76	87	682	811	1,590	648	307	635	13,669
% WHO WERE:												
FEMALE	47.1	48.6	18.6	19.7	31.0	71.0	85.1	31.9	38.0	24.8	29.1	48.5
BLACK	35.8	24.6	17.7	7.9	18.4	25.2	37.7	42.2	43.8	43.6	39.8	37.6
SSA	5.7	2.5	1.3	5.3		5.9	1.7	4.9	4.2	5.5	5.4	6.5
ASIAN AMER	1.0	1.1	.4	1.3		2.8	.9	.5	.3	1.0	.5	2.1
INDIAN	.4	.8	.1		1.1	.4	2.2	.3	.6			.3

FOOD STORES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	18,242	14,103	2,240	100	95	10,625	1,043	2,094	1,671	1,042	181	1,245
% WHO WERE:												
FEMALE	32.3	37.8	9.7	16.0	29.5	41.1	66.9	16.5	1.6	38.1	29.8	6.6
BLACK	20.7	16.7	11.0	7.0	22.1	18.3	12.3	20.9	17.5	43.7	49.2	48.1
SSA	1.0	1.0	.8		1.1	1.1	.2	.9	.7	1.1	1.1	1.1
ASIAN AMER	.7	.7	.9			.7	.4	.7	.9	.6		.7
INDIAN	.1	.1	.1			.1	.3	.2	.2	.1		.2

MISC. SERVICES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	17,357	15,993	1,968	6,127	3,612	451	3,835	1,149	704	247	198	215
% WHO WERE:												
FEMALE	27.4	28.6	4.2	11.0	21.3	3.5	78.9	13.5	14.1	17.8	6.1	18.7
BLACK	9.6	7.8	2.0	3.1	10.0	6.7	16.5	29.2	13.1	91.0	59.1	37.2
SSA	1.5	1.5	.8	1.8	1.5	.4	1.5	1.7	2.4		1.0	4.7
ASIAN AMER	1.4	1.9	.2	2.4	1.1		1.2	.3	.3	.8		
INDIAN	.1	.1	.1	.1	.1		.1	.1	.1			1.4

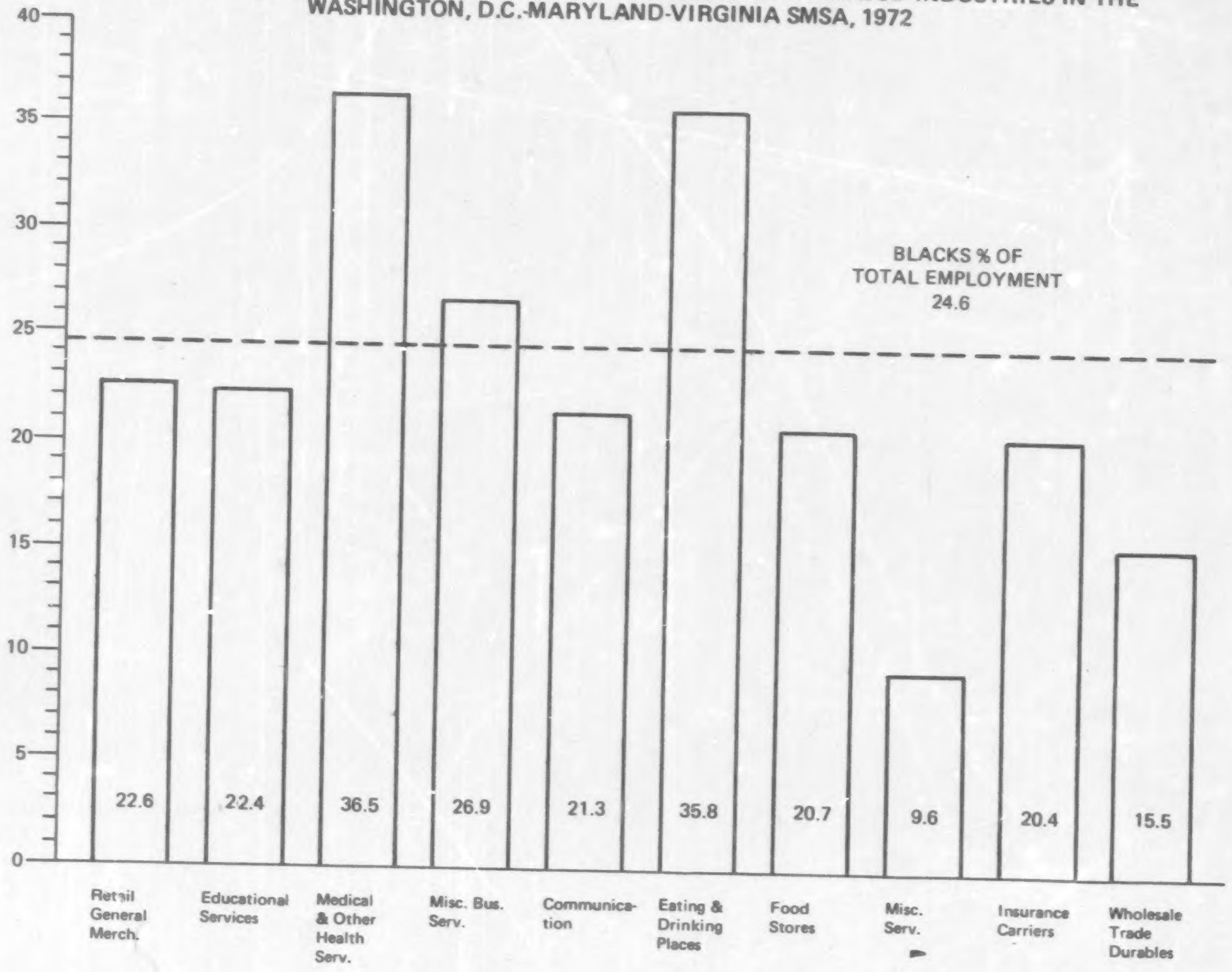
INSURANCE CARRIERS

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	12,087	11,802	1,149	1,679	1,161	1,223	6,590	95	43	47	5	190
% WHO WERE:												
FEMALE	60.3	61.0	15.9	28.6	70.5	9.3	85.0	12.6	7.0	19.1		40.5
BLACK	20.4	19.6	3.7	4.1	26.2	9.9	26.9	26.3	16.3	31.9	60.0	66.8
SSA	4.5	4.5	.3	.8	1.9	.7	7.4	4.2	4.7	2.1	20.0	2.6
ASIAN AMER	1.1	1.2	.3	.9	1.1	1.1	1.4	1.1		2.1		
INDIAN	.1	.1	.1	.1		.1	.1					

WHOLESALE TRADE DURABLES

MINORITY GROUP	TOTAL EMPLOYMENT	TOTAL	OFFCS MGRS	PROF	TECH	SALES WKRS	OFF CLER	TOTAL	CRAFT	OPER	LAB	SERVICE WORKERS
	11,990	8,362	1,552	1,035	1,279	2,403	2,093	3,249	1,128	1,495	626	279
% WHO WERE:												
FEMALE	13.7	22.4	3.4	8.6	3.0	6.9	72.8	8.4	2.6	15.7	1.4	27.6
BLACK	19.5	7.3	2.8	4.3	10.8	6.0	11.3	33.4	21.0	33.7	95.0	52.3
SSA	.9	.8	.1	.7	1.3	.4	1.5	1.1	1.2	.7	1.0	1.1
ASIAN AMER	.6	.6	.1	1.0	.7	.3	1.0	.6	.4	.8	.2	.7
INDIAN	.2	.1	.1	.1	.1	.1	.2	.2	.2	.2	.3	

PERCENTAGE OF TOTAL JOBS HELD BY BLACKS IN SELECTED MAJOR INDUSTRIES IN THE WASHINGTON, D.C.-MARYLAND-VIRGINIA SMSA, 1972



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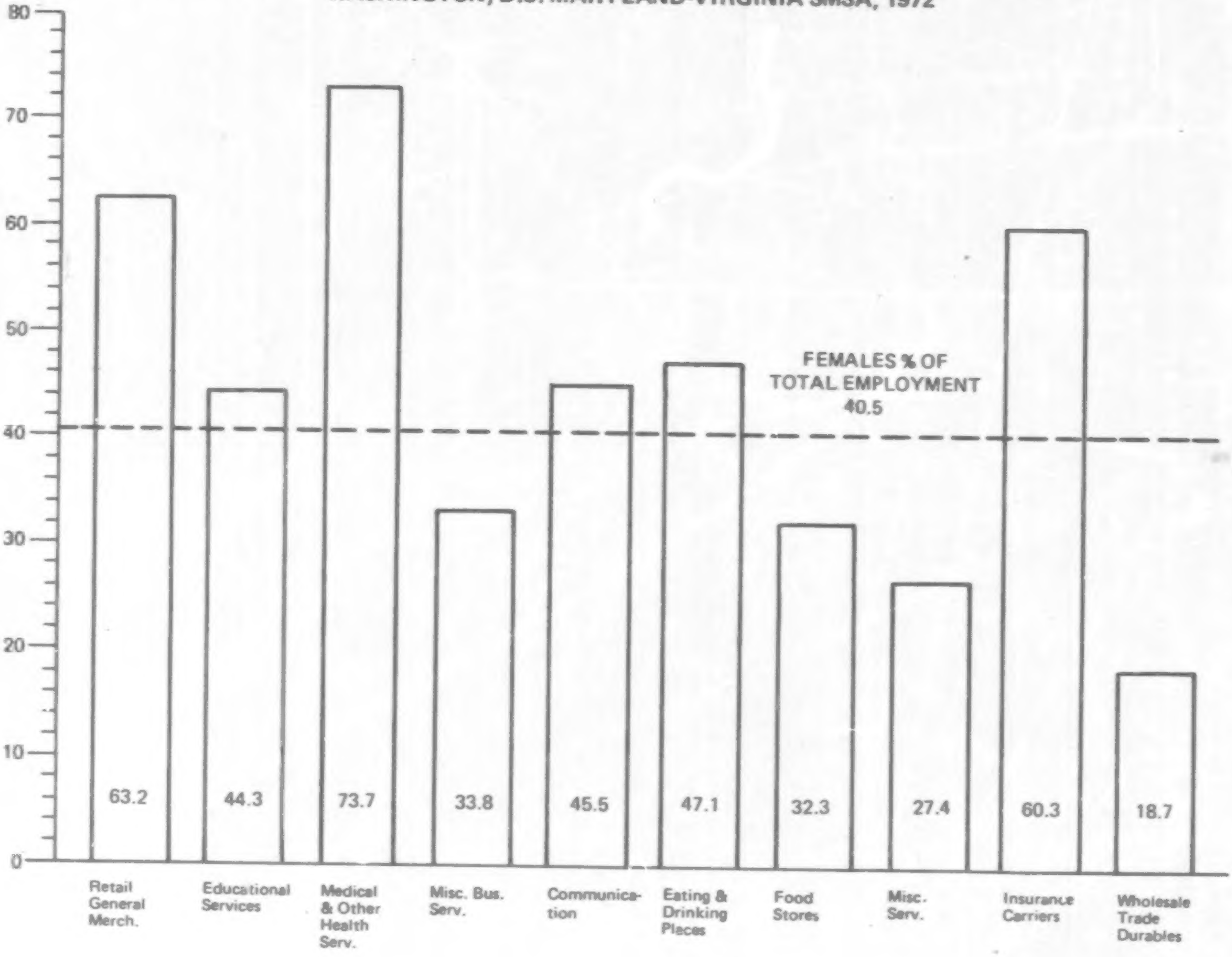
PERCENTAGE OF TOTAL JOBS HELD BY FEMALES IN SELECTED MAJOR INDUSTRIES IN THE WASHINGTON, D.C.-MARYLAND-VIRGINIA SMSA, 1972



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